

## INFORMATION FOR CANDIDATES WITH A DISABILITY

Age UK Leicester Shire & Rutland are members of the Disability Confident Scheme in support of employing disabled people. Age UK Leicester Shire & Rutland have committed to ensuring that all disabled applicants who meet the minimum requirements are guaranteed an interview.

### DEFINITION

The **Equality Act 2010** defines disability as a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on your ability to do normal daily activities. A disability may include progressive conditions such as HIV and cancer, or mobility, sight or hearing impairments or mental health issues such as depression. In considering the effect of an impairment you should not take into account the effect of any medication or treatment used.

On selection for interview, all candidates would be asked to indicate whether they would need any of the following arrangements to be made and to specify any other facilities which they would like to be made available on the day.

Interview information on audio tape		Wheelchair – accessible location for interview	
Interview information in large print format		Disabled car parking space for interview	
Sign language interpretation or other assistance with communication at interview		Facility for personal carer, assistant or other person to accompany you at interview	

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