



What is the [Disability Confident Scheme](#) (DCS)

**Disability Confident is a government initiative designed to encourage employers to recruit and retain people with a disability and those with health conditions.**

**It is voluntary and has been developed by employers and representatives of people with a disability. Disability Confident has three levels that have been designed to support organisations:**

**Level 1: Disability Confident Committed**

**Level 2: Disability Confident Employer**

**Level 3: Disability Confident Leader**

**It aims to help employers make the most of the opportunities provided by employing people with a disability.**

**As a Disability Confident Employer, one of the core aims is to interview all applicants with a disability who meet the essential criteria for a vacancy.**

What is classified as a disability?

**Under the [Equality Act 2010, a disability is defined](#) as a physical or mental condition which has a long-term and substantial effect on your daily life.**

How do applicants qualify for the Disability Confident Scheme

**Applicants qualify if they are disabled under the Equality Act 2010 if they have a  
on their ability to do normal daily activities.**

**Applicants must demonstrate that they have met all the essential criteria for a post as outlined in the Knowledge and Qualifications, Skills and Experience sections**

**located in the Principal Attributes and Person Specification of the relevant Job Profile.**

**Applications through the Disability Confident Scheme will be recorded on the HR system and anonymous statistics will be reported on to enable the University to monitor effectiveness of the scheme.**

