



## Two Ticks, Guaranteed Interview Scheme or Disability Confident?

Two ticks and Guaranteed Interview Scheme are old government schemes to improve inequalities amongst disabled people. They were replaced by the Disability Confident Scheme (<https://disabilityconfident.campaign.gov.uk/>) but what is it and why is it important?

“The Disability Confident scheme helps employers recruit and retain great people, and to:

- challenge attitudes and increase understanding of disability,
- draw from the widest possible pool of talent,
- secure high-quality staff who are skilled, loyal and hardworking,
- improve employee morale and commitment by demonstrating fair treatment.

It also helps identify those employers who are committed to inclusion and diversity in the workplace.

The scheme has 3 levels designed to support employers on their Disability Confident journey, these are:

- Disability Confident Committed (Level 1)
- Disability Confident Employer (Level 2)
- Disability Confident Leader (Level 3)

All employers join the scheme at Disability Confident Committed (Level 1), and progress through the levels to achieve the one that's right for their organisation.”

At ASPH we are at level 1 working towards level 2, but what does level 1 mean in practice?

It means we agree to these commitments:

- inclusive and accessible recruitment,
- communicating vacancies,
- offering an interview to disabled people,
- providing reasonable adjustments,
- supporting existing employees.

and work towards at least one of these activities:

- work experience,
- work trials,
- paid employment,
- apprenticeships,
- job shadowing,
- traineeships,
- internships,
- student placements,
- sector-based work academy placements.



So, if you consider yourself to be disabled tick yes on applications for guaranteed interview if you meet the minimum criteria. Don't be afraid to ask for reasonable adjustments you need to attend interview if invited and to be able to work to the best of your ability if successfully hired.