

## Guaranteed Interview Scheme

To be eligible to apply under any of our guaranteed interview schemes you must meet the minimum criteria for the job. By this we mean that you must provide us with evidence in your application form which demonstrates that you generally meet the level of competence required for each element within the skills and knowledge section within the job description.

### **Disabled People**

As a Disability Confident employer, we will guarantee an interview for all applicants with a disability who meet the criteria above. The Equality Act 2010 states that someone is disabled if they have a physical or mental impairment that has a substantial and long-term negative effect on their ability to do normal daily activities. Please see [How to apply](#) guidance for further information.

### **Children and Young People in Care**

As part of York's pledge to Children and Young People in Care, we will guarantee an interview for all looked after children or those care leavers who have been in care with City of York Council and are aged 25yrs or under and meet the criteria above.

### **Armed Forces Community**

As part of our commitment to the Armed Forces Community Covenant we will guarantee an interview for any veterans and their spouses who meet the criteria above.

(A veteran is anyone who has served, at any time and for any period, in His Majesty's Armed Forces).

Within your supporting statement, please state whether you believe you are eligible to apply for any of the above schemes. We believe in the importance of inclusion, which is why we are always working towards being a more diverse, equitable, and inclusive employer. We welcome applications from individuals from Black, Asian and Racially Minoritised Community groups – to join and strengthen our senior management team. Learn more about our equality, diversity and inclusion work [here](#).