

## **Guaranteed Interview Schemes**

Coleg Gwent is actively seeking to increase diversity within our workforce and we are committed to ensuring we recruit the best people on the objective basis of their skills, ability and experience. We value the benefits of diversity at work and understand that diversity of perspective and experience can encourage respectful creativity, foster innovation and create opportunities for all.

We have been awarded Disability Confident status and are committed to encouraging the employment and career development of disabled people. We also extend this commitment to the employment and career development of people from black, Asian and minority ethnic groups.

We will offer a guaranteed interview to applicants who meet the eligibility and minimum qualifying criteria.

To be eligible you must either:

- Consider yourself to have a disability that substantially affects your ability to do normal daily activities

or

- Be from/part of an ethnic group who do not identify as White British/English/Welsh/Scottish/ Northern Irish

## **Minimum Qualifying Criteria**

The minimum qualifying criteria is a score of 4 or more at the shortlisting stage. The essential qualification criteria must be met (i.e. a score of 2). In addition to this, if you score 2 or more in the following (Supporting Information), you will be offered an interview:

- Knowledge & Experience
- Skills & Attributes
- Additional Requirements

Our scoring system is:

0 = Fails Requirements

1= Partially Meets Requirements

2 = Meets Requirements

Application under the Guaranteed Interview Schemes is optional. We therefore require you to confirm you are eligible to apply and confirm you wish to opt in by completing the relevant sections of the application form. By opting-in on the basis of disability, you are disclosing you have a disability solely for the purpose of the interview guarantee and we will not assume nor infer you wish to disclose or record your disability in any other way - including any reasonable adjustments you may need if you become employed with us. However, if you tell us that you have a disability we will aim to make reasonable adjustments, where requested, throughout the recruitment process as practicable.