**Guaranteed Interview Scheme**

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#### As a Disability Confident Employer, ScottishPower is committed to the employment and career development of people with disabilities. As part of this commitment, we operate a Guaranteed Interview Scheme for disabled applicants who meet the minimum criteria for the role at the shortlisting stage.

**What do we mean by disability?**

The Equality Act (2010) defines disability as “a physical or mental impairment which has a substantial and long-term adverse effect on a person’s ability to carry out normal day-to-day activities”.

**How do I apply?**

Complete the declaration below, save this form to your computer and upload it with your CV/Resume when applying for a vacancy via our careers site on www.scottishpower.jobs.

Do you consider yourself to have a disability as defined above?

Yes No

**DECLARATION**

I consider myself to have a disability as defined above and I would like to apply under the Guaranteed Interview Scheme.

|  |  |
| --- | --- |
| Name | Date |
| Signature | |

Please explain any particular arrangements you may require for your interview here:

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We will try to provide access, equipment, or other practical support to ensure that people with disabilities can compete on equal terms with non-disabled people.

**Next steps…**

Please upload this form with your CV/Resume by completing and saving it on your computer then dropping the file into the Resume/CV section within ‘My Experience’ on the online application screens.

If you would like to receive this form in an alternative format or if you have any questions, please contact us at **careers@scottishpower.com**

*Any false declaration of disability to obtain an interview will subsequently invalidate any contract of employment.*