



## **Reasonable Adjustments and Guaranteed Job Interview Scheme**

Perth and Kinross is committed to positive action in the recruitment and employment of people with disabilities. We guarantee an interview to any applicant applying through the Guaranteed Job Interview Scheme who has a disability and can offer the skills and experience we consider essential for the job.

In addition, any disabled applicant who does not wish to apply through the Guaranteed Job Interview Scheme will be given the opportunity to indicate if they are unable to meet a requirement as a result of a disability when applying for a job. In such circumstances the Council will consider and where reasonable, make adjustments.

### **Equality Act (2010)**

The Equality Act (2010) states 'a person is defined as disabled if they have a mental or physical impairment that has a substantial long term (more than 12 months) effect on their ability to carry out normal day to day activities'.

Where a person is taking measures to treat or correct an impairment (other than by using spectacles or contact lenses) and, but for those measures, the impairment would be likely to have a substantial effect on the ability to carry out normal day to day activities, it is still treated as though it does have such an effect.

"Hidden" disabilities, for example, mental illness or mental health conditions, diabetes or epilepsy are also included. Cancer, HIV infection and multiple sclerosis are deemed to be a disability under the Act from the point of diagnosis. Progressive conditions and those with fluctuating or recurring effects will amount to a disability in certain circumstances.

Section 60 of the Equality Act (2010) prohibits employers from asking questions about health and disability before they offer an applicant work or a job. There are several circumstances when questions can be asked during the recruitment process. This includes identifying whether applicants will be able to carry out a function that is intrinsic to the work concerned. Employers are also allowed to ask questions that allow them to implement positive action to advance equality for disabled people, such as the Guaranteed Job Interview Scheme.

Further information about the Equality Act (2010) and disability can be found in the [Statutory Code of Practice for Employment](#) published by the Equality and Human Rights Commission.