

## Guaranteed Interview Scheme

This scheme is for people who consider themselves disabled, or living with an impairment or health condition, and ethnically diverse people.

Size of Wales is particularly keen to receive applications from people living with disabilities and people from ethnically diverse backgrounds.

These are characteristics and identities that are currently underrepresented at Size of Wales. Furthermore, the work we do challenges modern day colonialism and discriminatory power structures that are prevalent in society and global solidarity work. Our work centres marginalised people's voices and aims to remove barriers and increase access within the climate crisis. Having people with these identities and characteristics join the team would be invaluable and Size of Wales would become a better organisation because of this.

We are 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 offer a guaranteed interview to eligible applicants who choose to opt-in to the scheme and can demonstrate that they meet 60% of the selection criteria. To secure a place at an interview, you must meet the Selection Criteria for the role as outlined in the job person specification. You should take time to provide evidence that you meet each criterion under the Selection Criteria whilst completing the application form.

To be eligible to apply via the Guaranteed Interview Scheme, you must either consider yourself to be a person who considers themselves disabled, or living with an impairment or health condition, or ethnically diverse people

If you are a person who considers themselves disabled, or living with an impairment or health condition, or ethnically diverse people and would like to be considered under the scheme, you must indicate this by stating Yes to question a of Size of Wales' Equal Opportunities Monitoring Form

By doing this, you consent to disclose this to the Recruitment Administrator team who will then confirm an invite to interview if you reach 60% of the essential criteria. If you do not select this box, the Recruitment Administrators will be unable to guarantee you an interview. Your anonymised application will be considered alongside all other applications.

*If you tell us that you are a person living with a disability, we will aim to make reasonable adjustments throughout the recruitment process as practicable. Please advise any reasonable adjustments you require on question 2 of the Application Form: Interview arrangements and availability. The Recruitment Administrators may contact you using your preferred method of contact to discuss further.*

If you are eligible for a Guaranteed Interview, you will be contacted by the Recruitment Administrators to arrange your interview. You have the option of an in-person or online (Zoom) interview.

Please note, an application submitted via the Guaranteed Interview Scheme does not guarantee you a job. The successful candidate will obtain the job on merit, or equal merit, following the interview and based upon assessment criteria as relevant to the role. In a tie-break situation, the candidate that meets the charity's needs in terms of the protected characteristics sought, may be selected.

If you are successfully selected for the role, we will talk to you about your requirements and provide all reasonable adjustments. We will ensure you will be working in an inclusive environment and supported as part of the team.