

## **Specialised Foundation Programme (SFP) – Pathway 1 Disability Confident Scheme (DCS)**

### **Applicant Information**

The Pathway 1 selection process for Specialised Foundation Programmes is determined and managed locally by medical schools in the Northwest. Each medical school will carry out their own local recruitment of final year medical students through an agreed and consistent process, before coming together to agree final allocations for successful candidates.

As part of our commitment under the Disability Confident Scheme, we guarantee to interview any applicant who self-identifies as having a disability, as defined under the Equality Act 2010, who indicates in the application form that they wish to be considered under the scheme, and whose application meets the minimum criteria for the post. You do not need to be registered with a university disability support service in order to apply under this scheme, though we encourage you to do so to be fully supported.

If you wish to apply under the Disability Confident Scheme based on the above criteria, please indicate this in the application form. Within the application form, there will also be an opportunity for you to inform us of any reasonable adjustments requirements you may need throughout the recruitment and selection process.

### **What do we mean by disability?**

The Disability Discrimination Act, 1995 defines a disabled person as someone who has a physical or mental impairment which has a substantial and adverse long-term effect on their ability to carry out normal day-to-day activities.

### **What disabilities are covered as part of the Scheme?**

All disabilities are covered as part of the Scheme. The definition of a disability is: A physical or mental impairment that has a 'substantial' and 'long-term' negative effect on the person's ability to carry out normal daily activities.

For the purposes of the definition, 'substantial' means something that is more than minor or trivial and affects a person's capability to perform usual and everyday tasks and 'long-term' means a period of more than 12 months.

### **How should I indicate any specific arrangements/adjustments related to disability?**

Please indicate in the application form any specific arrangements/adjustments you require, and whether you wish to be considered under this Disability Confident Scheme.