

The Disability Confident Employer Scheme has been developed by His Majesty's Government for employers who voluntarily demonstrate their commitment to good recruitment practice in employing and retaining disabled staff. The symbol has been awarded to The Donkey Sanctuary by the Job Centre Plus to recognise the charity's decision to proactively adopt the commitments set out of the Scheme.

We are committed to equality of opportunity and actively encourage diversity and inclusion and take a positive approach to providing equal opportunities to people with disabilities, providing access to training, support and career development whilst employed by the charity.

We guarantee to interview any candidate applying under the Disability Confident Employer Scheme whose application meets the 'minimum criteria' for the post (the essential criteria as set out in the job description for the post). Candidates must provide evidence in the application form which demonstrates that they meet the level of competence required for each essential criteria, as well as meeting any of the qualifications, skills or experience defined as essential.

Applications are scored as follows –

- 0 – Essential criteria not met**
- 1 – Essential criteria partially met**
- 2 – Essential criteria met**
- 3 – Exceed essential criteria**

In order to qualify for an interview, candidates applying under the Disability Confident Scheme must score a minimum of **2** points for **each** of the essential criteria.