

GUARANTEED INTERVIEW FOR DISABLED PEOPLE

The Rowan Organisation believes that disabled people have been substantially disadvantaged in the job market through lack of recognition of their abilities and by the application of negative stereotypical images which lead employers to disregard their application without proper consideration of their true potential.

The belief of employers that “disabled” means “unable” has prevented the equality of opportunity for disabled people.

Although The Rowan Organisation would seek to ensure that personnel within the organisation would not perpetuate such prejudices, we also acknowledge that institutionalised oppression is hard to recognise and alleviate. In order to ensure that the equality experienced by disabled people is combated, our policy is to offer all disabled people who satisfy the essential requirements of the job an interview.

How to get a Guaranteed Interview

If you are a disabled person and you want to take advantage of this guarantee, you should:-

1. Satisfy yourself that you do meet the essential requirements for doing the job, as described in the information pack;
2. Ensure that you show this as clearly as you can in the way you complete your application for the job;
3. Complete the section in the application form headed “Guaranteed Interview for Disabled People”

Although CVs are not normally accepted, disabled applicants may use a format which is appropriate to themselves if they would be disadvantaged by having to complete the application form.

