# Guaranteed Interview Policy Statement

Natural Resources Wales has a Guaranteed Interview policy to support those with a disability. This means that any applicant with a disability that meets the minimum criteria for the post will be offered an interview.

Once you have read the information below, if you consider yourself to have a disability and would like to be considered as part of our Guaranteed Interview Policy, please declare on your Expression of Interest.

The Equality Act 2010 defines disability:

* someone with a physical or mental impairment
* someone with an impairment that has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities

 For the purposes of the Act these words have the following meaning:

* **‘**substantial**’** means more than minor or trivial
* **‘**long-term’ means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring or fluctuating conditions)
* **‘**normal day-to-day activities’ include everyday things like eating, washing, walking and going shopping

People who have a disability in the past that meets this definition are also protected by the Act.