

Specialised Foundation Programme (SFP)

Disability Confident Scheme (DCS)

Applicant Information

The selection process for Specialised Foundation Programmes is determined and managed locally by each individual foundation school / Specialised Unit of Application (SUoA), and not by the UKFPO.

Foundation schools / Specialised Units of Application are expected to guarantee to interview any applicant with a disability who asks to be considered under the Disability Confident Scheme, and whose application meets the minimum criteria for the post. By 'minimum criteria' we mean that you must provide evidence in your SFP application which demonstrates that you meet the level of competence required, as well as meeting any of the qualifications, skills or experience defined as essential by the foundation school / Specialised Unit of Application (SUoA) you are applying to.

We are committed to the employment and career development of disabled people. If you inform the recruiting foundation school / Specialised Unit of Application that you are disabled, they will be able to make reasonable adjustments at each stage of the recruitment and selection process and, if you later progress to employment, to where and how you work.

If you wish to apply under the Disability Confident Scheme, please indicate this in the Specialised Foundation Programme section of the application form. The recruiting foundation school / Specialised Unit of Application may ask you to provide evidence to support your request. The recruiting foundation school / Specialised Unit of Application will try to provide access, equipment, or other practical support to ensure that if you have a disability you can compete on equal terms, regardless of disability.

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?

If you are disabled, whether you are applying under the scheme or not, please indicate any specific arrangements/adjustments you require in the Specialised Foundation Programme section of the application form on Oriel. The recruiting foundation school / Specialised Unit of Application may ask you to provide evidence to support your request.