

## THE ROYAL NORTHERN COLLEGE OF MUSIC IS A DISABILITY CONFIDENT EMPLOYER

We guarantee an interview to anyone with a disability whose application meets the essential criteria for the post, and consider them on ability.

### Definition of disability

You are disabled under the [Equality Act 2010](#) if you have a physical or mental impairment that has a 'substantial' and 'long-term' adverse effect on your ability to carry out normal day-to-day activities

This means that, in general:

- you must have an impairment that is either physical or mental
- the impairment must have adverse effects that are substantial
- substantial adverse effects must be long-term for example it takes much longer than it usually would to complete a daily task like getting dressed
- long-term substantial adverse effects must be effects on normal day-to-day activities such as a breathing condition that develops as a result of a lung infection

If you consider that you have a disability as defined above, please ensure you complete the appropriate section of the application form. You will be guaranteed an interview if you meet the essential criteria on a person specification and will be considered on your abilities.

Please note: A false declaration of disability to obtain an interview will invalidate any contract of employment.

Please see the following link for further details:

[www.rncm.ac.uk/about/college-information/equality-diversity/](http://www.rncm.ac.uk/about/college-information/equality-diversity/)

