**RSPB Ethnic Minority and Disability Confidence Schemes**

Completion of this form is optional; if you would like to be considered for a guaranteed interview under RSPB’s schemes, please complete the opt-in boxes below and enter your name where indicated.

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Nature is in Crisis, and we need more people, and more diverse people to act.

We recognise that organisations consistently perform better when they attract and develop people from the widest pool of talent and experiences.

We are committed to developing an inclusive and diverse RSPB, where everyone can thrive and live our shared values.

People from Black, Asian and minority ethnic groups and Disabled people are significantly underrepresented across the conservation and climate sector. We are on our own journey to enable and empower more diverse people to act for nature.

We want to actively increase diversity in our workforce, and we’re committed to recruiting people on the objective basis of their skills, ability and experience.

This level of role at the RSPB has been identified as being particularly underrepresented and we are offering a guaranteed interview to eligible applicants who:

* Are living with a disability
* And / Or are part of a Black, Asian and minority ethnic group
* And who:
* Choose to opt-in to the scheme
* Can demonstrate that they meet all the essential selection criteria listed in the advert.

If you would like to be considered for a guaranteed interview, please complete the opt-in boxes below. By doing this, you consent to take part in the scheme and the Recruitment Team will then shortlist your application against the essential criteria. If you are eligible, the team will contact you to arrange an interview.

If you do not select 'yes' in either box, and do meet all the essential selection criteria, we cannot guarantee you an interview.

You don’t have to prove your ethnicity or the name or nature of your disability to take part.

Your application will be considered alongside all other applications. If you tell us that you are living with a disability, we will aim to make reasonable adjustments throughout the recruitment process where we can. Please let us know of any reasonable adjustments that would support you in the below free text field.

Initial interviews will be held online via Teams. Please note, a guaranteed interview does not guarantee you the role. The successful candidate will be appointed on merit, following the interview and based on the assessment criteria of the role.

If you are successfully selected for the role, we’ll talk to you about your needs and consider any reasonable adjustments. We will ensure you will be working in an inclusive environment and supported as part of the team.

Do you wish to opt in as a person from a Black, Asian and minority ethnic group?

Please indicate:

Yes [ ]

No [ ]

Not Applicable [ ]

Do you wish to opt in as a Disabled person?

Please indicate:

Yes [ ]

No [ ]

Not Applicable [ ]

With regard to disability, please let us know of any reasonable adjustments that would support you in this recruitment process:

NAME ..............................................................................