**Competency-based Interview**

It is a personal decision whether or not to disclose a disability and at what stage you choose to do so.

**If you disclose:**

You can expect the employer to make reasonable adjustments to the application process, e.g.

* Extra time in psychometric tests
* Adapted test papers
* Use of a laptop at the assessment centre
* Mobility support
* Amanuensis for exams

**If you do not disclose**

You cannot expect any adaptations to the application process, but you know that you will be assessed on merit rather than your disability.

**Timing**

Some people choose not to disclose in an application form, but to do so when offered an interview. Others prefer to disclose from the outset because it they want to work for an employer who is prepared to make adaptations for a disabled candidate.

**Considerations**

If you do not disclose before signing a job contract, your employer has no obligation to provide assistive technology or other reasonable adaptations to the workplace or role. If you disclose at any point before your contract is signed, you would be entitled to reasonable adjustments e.g. if you are slightly slower than colleagues because of limited sight, you can expect an employer to be lenient.