



# Recruitment and Selection Policy

## Policy Consultation & Review

This policy is available on our school website and is available on request from the school office. We also inform parents and carers about this policy when their children join our school and through our school newsletter.

This policy will be reviewed in full by the Governing Body every four years. This policy was last reviewed and agreed by the Governing Body on October 2014. It is due for review on October 2018.

Signature

Headteacher

Date:

Signature

Chair of Governors

Date

## **Summary**

The recruitment and Selection Policy has been produced in line with the DCSF guidance 'Safeguarding Children and Safer Recruitment in Education (January 2007)'. This policy aims to secure both safe and fair recruitment and selection is conducted at all times. Safeguarding and promoting the welfare of children and young people is an integral factor in recruitment and selection and is an essential part of creating safe environment for children and young people.

## **Statement**

Reedham Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.

The School is committed to attracting, selecting and retaining employees who will successfully and positively contribute to providing a valuable service. A motivated and committed workforce with appropriate knowledge, skills, experience and ability to do the job is critical to the school's performance and fundamental to the delivery of a high quality service.

## **Purpose**

To ensure the recruitment of both permanent and fixed term staff (including voluntary) is conducted in a fair, effective and economic manner.

To achieve this purpose, those that are responsible for each stage of the recruitment process will demonstrate a professional approach by dealing honestly, efficiently and fairly with all internal and external applicants.

## **Scope**

This policy applies to all the school employees and governors responsible for and involved in recruitment and selection of all staff. Where a Headteacher is being appointed, the Governing Body will consult with the Local Authority about the recruitment process.

The ultimate responsibility for recruitment and selection lies with the Governing Body.

## **Aims and Objectives**

- To ensure that the safeguarding and welfare of children and young people takes place at each stage of the process.
- To ensure a consistent and equitable approach to the appointment of all school staff.
- To ensure all relevant equal opportunities legislation is adhered to and that appointees are not discriminated against on the grounds of race, nationality, gender, religion, age, disability, marital status or sexual orientation.
- To ensure the most cost effective use is made of resources in the recruitment and selection process.

## **Principles**

The following principles are encompassed in this policy:

- All applicants will receive fair treatment and a high quality service
- The job description and person specification are essential tools and will be used throughout the process
- Employees will be recruited on the knowledge, experience and skills needed for the job
- Selection will be carried out by a panel with at least two members. At least one panel member will have received appropriate training on the recruitment and selection process as recommended by the DCSF
- Selection will be based on a minimum of completed application form, short listing and interview
- Monitoring and Evaluation are essential for assessing the effectiveness of the process
- All posts will normally be advertised
- The Disability Discrimination Act (DDA) makes it a requirement to make reasonable adjustment to the recruitment process if an applicant makes the employer aware that they have a disability. This applies to the entire recruitment process, from advertisement to appointment.

## **Equal Opportunities**

The school is committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair. Recruitment and selection procedures will be reviewed on a regular basis to ensure that applicants are not discriminated against on the grounds of race, nationality, gender, religion, age, disability, marital status or sexual orientation.

## **Safer Recruitment – Recruitment and Selection Training**

It is a requirement that at least one member of the interview panel has completed the Safer Recruitment Training successfully prior to the start of the recruitment process.

### **Pre-recruitment Process – Objective**

The objective of the recruitment process is to attract, select and retain staff who will successfully and positively contribute to the future development of the school. The first experience an individual has is important, therefore, the experience should be positive and all those responsible for recruiting will:

- Leave a positive image with unsuccessful applicants
- Give successful applicants a clear understanding of the post and what is expected of them
- Reduce the risk of a bad selection decision that can be expensive and may cause the line management problems in the future or may not meet the school's commitment to safeguard children and young people.

### **Application Form**

A standard application form, produced by the LEA, will be used to obtain a common set of core data from all applicants.

### **Job Description and Person Specification**

An accurate job description is required for all posts. A person specification, which is a profile of the necessary requirements for the post, is also required for all posts.

### **References**

The purpose of seeking references is to obtain objective and factual information to support appointment decisions. They will always be sought and obtained directly from the referee.

References will be sought on all short listed candidates, including internal ones, and will be obtained before interview so that any issues of concern they raise can be explored further with the referee and taken up with the candidate at interview.

### **Interviews**

The interview will assess the merits of each candidate against the job requirements and explore their suitability to work with children and young people. The selection process for people who work with children and young people will always include a face-to-face interview even if there is only one candidate.

## **Interview Panel**

A minimum of two interviewers will form the interviewing panel

The members of the panel will:

- Have the necessary authority to make decisions about appointments
- Be appropriately trained (one member of the interview panel will have undertaken the training in accordance with DCSF Safer Recruitment Training)
- Meet before the interviews to:
  - (a) Reach a consensus about the required standard for the job to which they are appointing
  - (b) Consider the issues to be explored with each candidate and who on the panel will ask about each of those
  - (c) Agree their assessment criteria in accordance with the person specification

When a candidate is known personally to a member of the selection panel, it will be declared before short listing takes place. It may then be necessary to change the selection panel to ensure that there is no conflict of interest and that equal opportunities principles are adhered to.

## **Scope of the Interview**

In addition to assessing and evaluating the applicant's suitability for the particular post, the interview panel will also explore:

- The candidate's attitude toward children and young people
- His/her ability to support the school's agenda for safeguarding and promoting the welfare of children
- Gaps in the candidate's employment history
- Concerns or discrepancies arising from the information provided by the candidate and/or a referee
- Ask the candidate if they wish to declare anything in light of the requirement for a DBS check

If for whatever reason, references are not obtained before the interview, the candidate will also be asked at interview if there is anything s/he wishes to declare/discuss in light of the questions that have been (or will be) put to his/her referees. It is vital that references are obtained and scrutinised before a person's appointment is confirmed and before s/he starts work.

## **Conditional Offer of Appointment: Pre Appointment Checks**

### **An offer of appointment to the successful candidate will be conditional upon:**

- The receipt of two satisfactory references
- Verification of the candidates identity from photo id and proof of address
- Verification of eligibility to work in the UK
- Verification of the candidate's medical fitness
- Verification of qualifications
- Verification of professional status where required e.g QTS status, NPQH
- A check of DCSF List 99 and a satisfactory DBS Enhanced Disclosure
- (for teaching posts) verification of successful completion of statutory induction period
- (for teaching posts) verification that the candidate has not been the subject to a prohibition order
- (for non-teaching posts) satisfactory completion of the probationary period

The LEA's Human Resources Department will liaise with the School in order to follow CRB guidance if a Disclosure reveals information that a candidate has not disclosed in the course of the selection process.

### **All checks will be:**

- Confirmed in writing
- Documented and retained on the personnel file (subject to certain restrictions on the retention of information imposed by DBS regulations)
- Recorded on the school's central record database
- Followed up where they are unsatisfactory or there are discrepancies in the information provided

### **Where:**

- The candidate is found to be on List 99 or the PoCA List or the DBS Disclosure shows s/he has been disqualified from working with children by a Court; or
- An applicant has provided false information in, or in support of, his/her application; or
- There are serious concerns about an applicant's suitability to work with children

The facts must be reported to the police and/or the DCSF Safeguarding Operations Unit. The school will liaise with the Human Resources Department if this should be the case.

## **Post Appointment Induction**

There will be an induction programme for all staff, governors and all volunteers newly appointed to the school, regardless of previous experience.

## Appendix 1

### Governing Body Involvement in Staffing Recruitment

<b><u>INTERVIEW PANEL FOR STAFFING APPOINTMENTS</u></b>		
Appointment for Headteacher and Deputy Headteacher	A requirement that as many of the Governing Body attend as is feasibly possible	<u>GOVERNORS REQUIRED:</u> Full Governing Body
Appointments for Teaching Staff	A minimum of one Governor with the Headteacher. Precise involvement subject to discussion between the Headteacher and the Chair of Governors	<u>GOVERNORS REQUIRED:</u> Governor involvement is at the discretion of the Chair and Headteacher
Appointments for Support Staff	Expectation that at least one Governor is involved together with the Headteacher but there is no requirement. This is subject to discussion between the Headteacher and the Chair of Governors	<u>GOVERNORS REQUIRED:</u> Governor involvement is at the discretion of the Chair and Headteacher

