



RECRUITMENT AND SELECTION POLICY AND PROCEDURE

Policy Review

Next Review Date:	January 2027 This policy should be reviewed 3-years after ratification or earlier if there is any change to national guidance, changes in process, legislation or best practice
Version No:	3.0
Ratified by:	Trust Board
Date Ratified:	February 2024
Dissemination:	The policy will be made available to all employees and upon request to prospective applicants

Policy Amendments

Date	Version	Amendments/Comments	Reviewer/s
October 2018	1.0		Jan Steel
November 2021	2.0	Changed to reflect best practice	Elaine Hammond, Director of HR
January 2024	3.0	Revised to reflect the Trust's Central Team structure and Scheme of Delegation.	Emma Plane, Head of Recruitment and Resourcing

RECRUITMENT AND SELECTION POLICY AND PROCEDURE

1. Introduction

- 1.1. The Board of the Trust and the school's Local Governing Body are committed to safeguarding and promoting the welfare of children and young people and requires all employees and volunteers to demonstrate this commitment in every aspect of their work.
- 1.2. The appointment of all employees will be made on merit and in accordance with the provisions of Employment Law, Keeping Children Safe in Education (KCSIE) and the Trust's Equality and Diversity Policy.
- 1.3. The Trust and the Local Governing Body will ensure that people are treated solely on the basis of their abilities and potential, regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, gender, gender reassignment, marital status, sexual orientation, disability, socio-economic background, or any other inappropriate distinction.
- 1.4. We will comply with the requirements of safer recruitment practices, including the DBS and other pre-employment checks outlined in Keeping Children Safe in Education .
- 1.5. We will ensure compliance with the Data Protection regulations and the more stringent requirements contained within the General Data Protection Regulations (GDPR). The GDPR encompasses the core principles of the DPA and provides more onerous responsibility and accountability for fair and transparent processing. Our Workforce and general Privacy Statements provide specific details in accordance with the GDPR principles and can be found on the Trust's website.
- 1.6. The term Headteacher applies to the roles of Executive Headteacher, Headteacher and Principal in this policy.

2. Delegation of Appointments and Constitution of Appointments Panels

- 2.1. The power to offer employment for all posts below the level of Headteacher is delegated to the Headteacher. The Headteacher may not delegate the offer of employment to any other senior manager or governor.
- 2.2. The Headteacher is expected to involve at least one governor or Trustee in the appointment of senior management team posts of the academy, wherever possible, and will also invite an appropriate member of the central Trust team to take part in the interview and selection procedure for the following posts;-
 - Clerk to the Governing Body – appointment will be made by the Chief Executive Officer of the Trust or their nominated officer from the central ALT team.
 - Support Staff Finance Officer - the appointment process for the lead officer for the finance function in the academy will include the Director of Finance of the Trust or their nominated officer. The academy will not appoint to the role a person whom this officer does not consider to be the strongest appointable candidate for the role.
 - Head of Academy/Deputy Headteacher/Vice Principal/Assistant

Headteacher/Assistant Principal – these leadership posts will include in the appointment process and attendance as part of the interview panel a nominated officer from the Trust’s Education Team. The academy will not appoint to the role a person whom this officer does not consider to be the strongest appointable candidate for the role.

- Teaching posts – in academies designated by the Trust as requiring special attention or support, appointments to teaching posts will include in the appointment process the Chief Executive’s nominated officer from the Trust’s Education Team.

2.3. Selection panels will comprise a minimum of two people (normally three). In accordance with the statutory requirement, every selection panel will have at least one member who has undertaken Safer Recruitment Training. In addition, at least one member will have undertaken general recruitment or equalities training. It is recommended that those who shortlist carry out the interview for a consistent approach.

3. Advertising

3.1. All permanent vacant posts will be advertised to ensure equality of opportunity and encourage as wide a field of candidates as possible. This will normally mean placing an advertisement externally. However, where there is a reasonable expectation that there are sufficient, suitably qualified internal candidates, or employees are at risk of redundancy, vacancies may be advertised internally before an external advertisement. In these circumstances, the selection panel may decide that certain parts of the recruitment process may be omitted but all candidates will be subject to a formal interview, the satisfactory reference requirements and any other necessary checks. For the purposes of recruitment, Active Teacher Training Trainee Teachers are considered to be internal applicants and are eligible to apply for internal only vacancies.

3.1 The advert will include the level of DBS check required depending on the role being recruited for and whether the role will involve regulated activity.

3.1 Whether the post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Which means certain spent convictions and cautions are ‘protected’, so they do not need to be disclosed to employers. If they are disclosed, they will not be taken into account.

3.2 All adverts state if the requirement for a certificate of good conduct is applicable, in addition, for teaching posts, a letter of professional standing from the professional regulating authority in the country in which the applicant has worked.

3.3 Within the advert the applicant will be provided with the school’s policy and practice in relation to safeguarding and promoting the welfare of children.

4 Information for Applicants

4.1. All applicants for all vacant posts will be provided with:

- A job description outlining the duties of the post and an indication of where the post fits into the organisational structure of the school.
- A person specification may also be provided. This will also include a statement on behalf of the governing body/trust of their commitment to safeguarding and promoting the

welfare of children and young people.

- An application form. CVs will not be accepted.
- An Information pack containing:
 - A description of the academy relevant to the vacant post.
 - Reference to the Trust policy on equality and diversity.
 - Reference to the child protection/safeguarding policy.
 - Information regarding DBS and other pre-employment checks required.
 - The closing date for the receipt of applications.
 - An outline of the terms of employment including salary.
 - Reference to the Trust's policy on recruitment and selection.

5 Short Listing and Reference Requests

- 5.1. The shortlisting panel will use the Trust's agreed shortlisting form. The criteria for selection will be consistently applied to all applicants based on the essential and desirable criteria for the post. The shortlisting panel will agree the candidates to be called for interview.
- 5.2. The shortlisting panel will take up at least two references on each shortlisted candidate (one for internal applicants). If a candidate for a post working with children is not currently working with children, a reference will be sought from the most recent employment working with children to confirm details of their employment and their reasons for leaving. One referee should be from the candidate's current, or if not in employment, their most recent employer.
- 5.3. Reference requests will ask the referee to confirm:
 - The referee's relationship with the candidate.
 - Details of the applicant's current post and salary.
 - Performance history.
 - All formal time-limited capability warnings which have not passed the expiration date.
 - All formal time-limited disciplinary warnings where not relating to safeguarding concerns which have not passed the expiration date.
 - All disciplinary action where the penalty is "time expired" and relate to safeguarding concerns.
 - Details of any substantiated allegations or concerns relating to the safety and welfare of children.
 - Whether the referee has any reservations as to the candidate's suitability to work with children. If so, the school will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.
- 5.4. References are the "property" of the selection panel and strict confidentiality will be observed. Employer testimonials or 'bearer references' i.e. those provided by the candidate and/or marked 'to whom it may concern' will not be accepted. References must be in writing

and be specific to the job for which the candidate has applied. The selection panel will not accept references from relatives or people writing solely in the capacity as a friend of the candidate. References will be verified and any discrepancies will be discussed with the candidate at interview. Electronic references will be checked to ensure they originate from a legitimate source.

- 5.5. References will be checked against information on the application; any discrepancy/issue of concern noted to take up with applicant at interview. The school will contact referees to clarify where information is vague or insufficient information is provided.
- 5.6. On receipt, equality monitoring information must be separated from applications.
- 5.7. If the field of applicants is felt to be weak the post may be re-advertised.
- 5.8 All shortlisted candidates will be required to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children. For example:
 - If they have a criminal history
 - whether they are included on the barred list
 - whether they are prohibited from teaching
 - whether they are prohibited from taking part in the management of an independent school
 - information about any criminal offences committed in any country in line with the law as applicable in England and Wales, not the law in their country of origin or where they were convicted
 - if they are known to the police and children's social care
 - have they been disqualified from providing childcare (Childcare Disqualification Regulations 2018)
 - any relevant overseas information
- 5.9 Applicants will be asked to sign a declaration confirming the information they have provided is true. Where there is an electronic signature, the shortlisted candidate will be asked to physically sign a hard copy of the application at the point of interview.
- 5.10 All applicants that are not shortlisted for interview will be informed that this is the case.

6 Interviews

- 6.1. The format, style and duration of the interviews are matters for the Headteacher to decide in consultation with any governors or trustees involved in the process but the following will be adhered to:
 - 6.1.1. Briefing:

All candidates will be given relevant information about the academy to enable the candidate to make further enquiries about the suitability of the advertised job.
 - 6.1.2. The formal interview:

Before the interviews the selection panel will agree on the interview format including any other assessment methods. The questions asked will be aimed at obtaining evidence of how each candidate meets the requirement of the job description and the

person specification and each candidate will be assessed against all of the criteria for the post. The same areas of questioning will be covered for each applicant and no questions which would discriminate directly or indirectly on protected characteristics under the Equality Act 2010 will be asked. The selection process for every post, will include exploration of the candidate's understanding of child safeguarding issues. Questions will include:

- Finding out what attracted the candidate to the post being applied for and their motivation for working with children
- Exploring their skills and asking for examples of experience of working with children which are relevant to the role
- Probing any gaps in employment or where the candidate has changed employment or location frequently, asking for the reasons for this

The interview will also explore potential areas of concern to determine the applicant's suitability to work with children. Areas that may be concerning and lead to further probing include:

- Implication that adults and children are equal
- Lack of recognition and/or understanding of the vulnerability of children
- Inappropriate idealisation of children
- Inadequate understanding of appropriate boundaries between adults and children
- Indicators of negative safeguarding behaviours

Any information about past disciplinary action or allegations will be considered in the circumstances of the individual case.

The interview will also include a discussion of any convictions, cautions or pending prosecutions, other than those protected, that the candidate has declared and are relevant to the prospective employment.

- 6.2. The recruitment documentation will be retained for six months from the date of interview. Applicants have the right to request access to notes written about them during the recruitment process. After 6 months all information about unsuccessful candidates will be securely destroyed.

7 Offer of Employment by the Selection Panel

7.1. The offer of employment by the selection panel and acceptance by the candidate is binding on both parties subject to:

- Verification of identify (including Birth Certificate)
- Verification of right to work in the UK
- Proof of relevant qualifications
- Satisfactory DBS Enhanced Disclosure
- A certificate of good conduct (if applicable) which may include EEA sanctions and restrictions
- Barred list check

- Teacher prohibition (if applicable)
- Section 128 check (if applicable)
- Pre-employment medical screening (if required)
- Satisfactory references (at least 2 for new employees, 1 for internal appointments)
- Disqualification under the Childcare Disqualification Act 2006, as amended 2018 and additionally or subsequently.

The successful candidate will be informed, normally by offer letter, that the appointment is subject to satisfactory completion of these checks.

- 7.2. All unsuccessful candidates will be notified of the outcome of the selection process at an agreed time after the process has concluded and appropriate feedback will be given.

8 Personnel File and Single Central Record

- 8.1. Recruitment and selection information for the successful candidate will be retained securely and confidentially for the duration of their employment with the school including:

- Application form – signed by the applicant
- Interview notes – including explanation of any gaps in the employment history
- References – minimum of 2 for new employees, 1 for internal appointments
- Proof of identity
- Proof of right to work in the UK
- Proof of relevant qualifications
- Certificate of Good Conduct (where applicable) for teachers which may include a letter of professional standing from the professional regulating authority in the country (or countries) in which the applicant has worked
- Evidence of medical clearance from the Occupational Health service
- Evidence of DBS clearance and barred list check
- Teacher prohibition checks (where applicable)
- Evidence of a Section 128 direction (where applicable)
- Offer of employment letter and signed contract of employment
- Disqualification under the Childcare Disqualification Act 2006, as amended (where applicable)

- 8.2. Retention of personal information for the successful candidate following the end of their employment will be in accordance with the Trust's Access to Personal Information & Data Retention Policy, which is compliant with relevant Data Protection Act/Regulations. When retained documents have reached their data retention limit they will be securely destroyed.

- 8.3. The academy will destroy the DBS check as soon as possible or within six months. A record of the result of the vetting or verification of the successful candidate will be retained on the employees file and the Single Central Record.

The academy will normally collect personal information from the candidate/appointee only

where consent to do so has been obtained, where we need the personal information to perform a contract with/involving you, or where the processing is in the Trust's legitimate interests and not overridden by the subject's data protection interests or fundamental rights and freedoms. In some cases, the Trust may also have a legal obligation to collect personal information from candidates/appointees or may otherwise need the personal information to protect their vital interests or those of another person. The school will retain a record of consent as evidence that we have obtained consent to collect and process the data and that applicants have been advised of the purpose of the collection and processing.

- 8.4. Candidates/appointees have the right to withdraw their consent at any time and can do so by informing the Trust's Data Protection Officer, with the exception of documents that are required for a statutory requirement.
- 8.5. The academy will maintain a Single Central Record of employment checks in accordance with Keeping Children Safe in Education.

9 Start of Employment and Induction

- 9.1. The pre-employment checks listed in paragraph 8.1 above must be completed before the employee starts work. Exceptions will only be made in circumstances where a risk assessment has been undertaken pending receipt of the DBS certificate. Exceptions will never be made in the case of the barred list and teacher prohibition checks.
- 9.2. All new employees will be provided with an induction programme which will cover all relevant matters of academy policy but in particular safeguarding and promoting the welfare of children. This will include the:
 - Child protection policy which will include amongst other things the policy and procedures to deal with child-on-child abuse
 - Behaviour policy (which includes measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying)
 - Staff behaviour policy (also known as code of conduct)
 - safeguarding response to children who go missing from education
 - role of the designated safeguarding lead (including the identity of the designated safeguarding lead and deputies)

Copies of all policies and a copy of Part one or Annex A of KCSIE, if appropriate will be provided to all staff at induction. *Further information is available in the Induction Policy.*

10 Policy Status, Monitoring and Review

- 10.1 This Policy does not form any part of an employee contract of employment and may be amended at any time subject to changes in legislation or government guidance or otherwise subject to consultation with recognised Trade Unions.
- 10.2 The Headteacher is responsible for monitoring the implementation, use and effectiveness of this policy.
- 10.3 This policy will be reviewed and monitored by the Trust as necessary.