

RECRUITMENT AND SELECTION POLICY

Approved by: Cumbria Education Trust Board

Date: 19 October 2015

Review Date: To be reviewed annually and updated as required following changes in legislation

Owner: Human Resources Manager, Cumbria Education Trust

1. Introduction

- 1.1 The Cumbria Education Trust (the Trust) is **committed to safeguarding and promoting the welfare of children and young people and require all staff 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](#) and the Trust's Equality and Diversity Policy.
- 1.3 The Trust will ensure that, across the family of academies, 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 [Keeping Children Safe in Education](#) Part 3 with regard to DBS and other pre-employment checks.

2. Delegation of Appointments

- 2.1 The Trust Board delegates all appointments below the level Deputy Headteacher to the Executive Headteacher.
- 2.2 The Executive Headteacher may not delegate the final decision of appointment to any other senior manager or Local Advisory Board Member. The Executive Headteacher may delegate the selection process to the Headteacher, member of the Senior Leadership Team or in the recruitment of support staff, a member of the Trust Central Team who will make the recommendation of appointment to the Executive Headteacher.
- 2.3 No Board Member is to be excluded from being involved in staff appointments unless there is a conflict between the interests of the Board Member and the interests of the Trust Board/Local Advisory Board.
- 2.4 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 and all panel members will be fully briefed on their responsibilities regarding this.

3. Advertising

- 3.1 All 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 staff are at risk of redundancy, vacancies may be advertised internally before an external advertisement.

4. Information for Applicants

All applicants for all vacant posts will be provided with:

- 4.1 A job description outlining the duties of the post and an indication of where the post fits into the organisational structure of the academy. A person specification may also be provided.
- 4.2 An Application Form. (CVs alone will not be accepted.)
- 4.3 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 Policy and Overarching Safeguarding Statement.
 - DBS and other pre-employment requirements.
 - a statement that canvassing any member of staff, or member of the Trust/Local Advisory Board, directly or indirectly, is prohibited and will be considered a disqualification.
 - the closing date for the receipt of applications.
 - outline of terms of employment including salary

5. Shortlisting and Reference Requests

- 5.1 The selection panel will use an agreed shortlisting form. The criteria for selection will be consistently applied to all applicants. The selection panel will agree which candidates will be called for interview.
- 5.2 The selection panel will take up at least two references on each short listed candidate. If a candidate for a post working with children is not currently employed as a teacher, a reference will be sought from the most recent employment working with children to confirm details of their employment and their reasons for leaving.
- 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 and conduct;
 - any disciplinary action involving the safety and welfare of children, including any in which the sanction has expired;
 - 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 academy 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 for any post. References will be verified and any discrepancies will be discussed with the candidate at interview.

5.5 If the field of applicants is felt to be weak the post may be re-advertised.

6. Interviews

6.1 The format, style and duration of the interviews are matters for the Executive Headteacher, to decide in consultation with the Trust's HR Manager, and delegated selection panels 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. 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. 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. Under the Data Protection Act 1998, 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 right to work in the UK, qualifications requirements, satisfactory DBS Enhanced Disclosure, teacher prohibition and barred list checks, pre-employment medical screening and satisfactory references. The successful candidate will be informed, normally by offer letter, that the appointment is subject to satisfactory completion of these checks.

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 Trust including:

- application form – signed by the applicant
- interview notes – including explanation of any gaps in the employment history
- references – minimum of 2
- proof of identity
- proof of right to work in the UK
- proof of relevant academic qualifications
- Certificate of Good Conduct (where applicable)
- evidence of medical clearance from the Occupational Health service
- evidence of DBS clearance, Barred List and Teacher Prohibition checks

- offer of employment letter and signed contract of employment
- 8.2 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 7.1 above must be completed before the employee starts work. Exceptions will only be made in circumstances where a risk assessment has been undertaken and where risk can be mitigated. 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.