

# RECRUITMENT SELECTION POLICY TRUST

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# Recruitment Selection Policy and Procedure

## Introduction

Avanti Schools Trust (AST) is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.

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 policy.

AST 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, socioeconomic background, or any other inappropriate distinction.

We will comply with the requirements of [Keeping Children Safe in Education](#) Part 3 with regard to DBS and other pre-employment checks.

## Delegation of Appointments and Constitution of Appointments Panels

AST delegates the power to offer employment for all posts below the level of Assistant Head to the Principal. The Principal may not delegate the offer of employment to any other senior manager. Senior appointments will have taken part in a robust interview process including panels (detailed below) before any offer is made.

The Principal should seek to involve members of the School Stakeholder Committee (SSC) in the appointment of all teaching staff and all senior leadership staff.

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. The panel will have involvement with advertising, shortlisting, observations and interviews. They may be required for other elements of the recruitment process depending on the role and school.

## Advertising

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.

## Information for Applicants

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 Trust or school
- A person specification will also be provided
- An Application Form
- CVs will not be accepted

An Information pack containing:

- a copy of The Avanti Way.
- a description of the school relevant to the vacant post.
- reference to the Trust's Equality Policy.
- reference to the Child Protection/Safeguarding Policy.
- DBS and other pre-employment requirements.
- a statement that canvassing any member of staff, or member of the Trust Central Team, 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.

## Short Listing and Reference Requests

The selection panel will use an agreed short-listing form. The criteria for selection will be consistently applied to all applicants. The selection panel will agree the candidates to be called for interview.

Human Resources will take up at least two references (covering the last 5 years of employment, where applicable) 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.

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 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

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.

In the event of only one applicant a full short listing process will be followed to ensure that the standards of the Trust are not being compromised and that fairness of selection can be demonstrated.

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

## **Interviews**

The format, style and duration of the interviews are matters for the selection panel to decide in consultation with Human Resources, but the following will be adhered to:

### **Briefing:**

All candidates will be given relevant information about the school to enable the candidate to make further enquiries about the suitability of the advertised job.

### **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. Each Candidate will be asked to explain any unexplained gaps in education or employment. 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.

In order to assess an applicant's suitability for the post, other selection activities, such as presentations, written exercises, group activities or carefully supervised activities with children or adults, may be included.

Any applicant who raises safeguarding concerns during the selection process will be rejected.

The selection panel will destroy all their paper and electronic documents immediately after the appointment has been made. The recruitment documentation will be retained by HR for six months from the date of interview. Under the General Data Protection Regulations, 2018, 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.

## **Offer of Employment by the Selection Panel**

For all roles the offer of employment by the Trust 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.

## **Personnel file and Single Central Record**

Recruitment and selection information for the successful candidate will be retained securely and confidentially for the duration of his/her 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
- 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 (where relevant)
- offer of employment letter and signed contract of employment

For school appointments, Human Resources and the school will maintain a Single Central Record of employment checks in accordance with [Keeping Children Safe in Education](#) (2020), the link for the SCR will be shared by Human Resources to the Principal and other nominated staff member within the school who will have responsibility for updating the schools aspect of the SCR as and when changes are required.

## **Start of Employment and Induction**

The pre-employment checks listed in the earlier paragraph above must be completed before the employee starts work. Exceptions will only be made in circumstances where a risk assessment has been undertaken. Exceptions will never be made in the case of the Barred List and Teacher Prohibition checks.

All new employees will be provided with an induction programme which will cover all relevant matters of school policy but in particular safeguarding and promoting the welfare of children

**Please also refer to Safer Recruitment procedures, Safeguarding Policy and DfE guidance.**