Recruitment Policy

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Appendix A – Recruitment & Selection Policy Statement

Appendix B – Summary of Recruitment Procedure
1. **Introduction**

The Sigma Trust has implemented this policy to assist with recruitment and employee selection. It outlines the Trust’s recruitment procedure and how the Trust ensures safer recruitment is considered at all levels of the recruitment process.

The safety and protection of the Trust’s pupils/students is always at the forefront of the Trust’s concerns, which is why this policy aims to embed a robust safeguarding culture into the recruitment practices of the Trust.

2. **Policy Statement**

The Trust is committed to the recruitment and retention of competent, motivated employees who are suited to and fulfilled in the roles they undertake.

The Trust is committed to the development and career progression of its staff and will take this into account as appropriate when making decisions under this policy. This may include internal appointments to posts, in certain situations.

The Trust’s full Recruitment & Selection Policy Statement including Data Protection information is at Appendix A.

3. **Scope**

The relevant principles described in this procedure will be applied in relation to everyone who works in the Trust including:

- staff employed on a permanent basis,
- temporary and casual staff;
- unpaid volunteers (see Section 6);
- those engaged via external organisations such as supply agencies (see Section 7); and
- contractors and self-employed persons.

4. **Roles and Responsibilities**

4.1 It is the responsibility of the Trust and its Local Governing Bodies to:
• ensure there are effective policies and procedures in place for the safe and effective recruitment of all staff and volunteers and for the engagement of other adults in accordance with statutory guidance and legal requirements;
• monitor compliance with those policies and procedures;
• elect members to sit on selection panel for the appointment of headteachers and deputy headteachers and other appointments as required;
• approve the appointment of head, and deputy head, teachers.

4.2 It is the responsibility of the Headteacher, and other managers involved in recruitment to:
• apply robust and effective recruitment and selection processes in accordance with this procedure; and
• ensure that safer recruitment practices are in operation and that all appropriate checks are carried out on all staff, volunteers and others engaged to work.

4.3 Delegated Authority

The Local Governing Body has delegated authority to the Headteacher to make all staff appointments outside of the leadership group.

4.3.1 The Local Governing Body has delegated the appointment of Assistant Headteacher to the Headteacher.

4.3.2 The Local Governing Body has delegated the appointment of support staff who are members of the Leadership Team to the Headteacher.

Governors may be involved in staff appointments below leadership level but the final decision will rest with the Headteacher. The Headteacher may delegate the selection process of staff outside of the leadership group to other managers, but remains responsible for the decision to appoint.

At least one member of all selection panels will have undertaken appropriate Safer Recruitment Training.

5. The Recruitment Procedure

Please see Appendix B for a flow chart summarising the procedure. Further key details are provided below.
5.1. Pre-advertisement

5.1.1 Identifying a vacancy
Before any action is initiated, careful consideration will be given to the necessity of filling the post, the tasks to be undertaken and the skills, attributes and behaviours required to do the job. Where necessary, amendments to the role and staffing structure will be approved by the Local Governing Body.

5.1.2 Job Descriptions/Person Specifications
A job description and person specification will be drawn up for all posts. The job description will provide a framework of expectations and will define the purpose and key duties and responsibilities of the role.

The person specification will enable applicants to assess themselves for the job and provides a benchmark for judging suitability.

All Job Descriptions and Person Specifications will clearly set out the extent of the relationships/contact with children and the degree of responsibility for children for each post. In accordance with legislation if a post is public facing and the successful applicant will be required to speak fluent English this will be set out in the job description and person specification.

The job description and person specification will be used throughout the recruitment process to develop the shortlisting and selection criteria.

The salary for the job will be evaluated at this point and the actual salary range will be advertised.

5.1.3 Setting timescales
The length of the recruitment process will vary depending on the type of vacancy, the frequency of the desired publication, whether it is necessary to advertise both internally and externally and the length of the required notice periods.

5.1.4 Recruitment Information for perspective Job Applicants
Recruitment Information will vary according to the post but will consist, as a minimum, of:

- Application form
- Job Description
- Person Specification
- The Recruitment and Selection Policy statement which includes data protection information
A Notes for Applicants Information sheet will be included where appropriate and other recruitment information may also include a Trust prospectus, letter from the Headteacher/Chair of Governors/CEO.

5.1.5 Visits
Informal discussions and visits prior to application are welcomed by prior arrangement.

5.2. Advertising

The Trust will consider the most appropriate methods of advertising any vacant posts and the format for the advert. This may include advertising the post on professional social media sites in addition to other methods e.g. the Trust website and local/national publications.

To ensure equality of opportunity, positions will be advertised internally and/or externally.

The circumstances where an internal advertisement may be considered appropriate will include where:

- clear career development and progression paths are being supported;
- there is a reasonable expectation that there are sufficient qualified and experienced internal candidates;
- the position is for additional responsibilities and not a vacant post;
- staff are at risk of redundancy

All agency workers working at the Trust and employees working on fixed term contracts will be informed of any vacancies within the Trust.

5.3. Application

5.3.1 Application Form

A standard application form is used for all vacancies. Alternate format application forms will be accepted from disabled applicants, but such applicants must provide all of the information required by the standard application form. Curriculum vitae’s will not be accepted in isolation or in place of a fully completed application form.

All parts of the application form must be completed and the form signed by the candidate. Incomplete application forms will not be accepted and will be returned for completion or checked with the
candidate. Where an applicant is shortlisted, any discrepancies or gaps in employment will be discussed at interview.

Applicants should be aware that providing false information is an offence and could result in the application being rejected or, in summary dismissal if the applicant has been selected.

Internal applicants who wish to apply for a new post will be informed whether an application form must be completed or whether a letter of application is sufficient.

5.3.2

5.3.3 Acknowledgement

Due to limited resources and the large number of applications often received, only shortlisted candidates will be notified of the outcome of their application.

5.4. Shortlisting

Shortlisting will take place as soon as possible after the closing date. Shortlisting will be undertaken by the selection panel normally consisting of at least two individuals.

5.4.1 Invitation to interview

Once the shortlist has been decided, the shortlisted candidates will be notified as soon as possible. Invitation to interview will be confirmed in writing. Adequate time will be allowed between invitation and interview to allow for pre-employment checks to take place and to allow candidates adequate time to prepare for their interview.

Full details of the selection process (i.e. details of the interview and any additional selection exercises) will be notified to the applicant in the invitation to interview letter.

Every effort will be made to accommodate any special requirements necessary to enable candidates to participate in the process.
5.4.2 Requesting references
References will be taken up on all short-listed candidates, including internal applicants, prior to interview.

For internal candidates at least one reference will be required to cover the applicant’s suitability for the advertised role. This could be from a line manager/Head of Department or the Headteacher as appropriate.

5.5 Selection process

The selection process will, as a minimum, consist of a face to face interview even where there is only one candidate and including for internal appointments and promotions and volunteers.

Where appropriate, the selection process may include additional activities such as in-tray exercises, group activities, presentations, pupil panels or observed assemblies/teaching.

The process will assess the merits of each candidate against the job requirements (i.e. job description and person specification), and explore their suitability to work with children.

Where a candidate has made a declaration of criminal convictions, these will be discussed as part of the selection process in accordance with the Recruitment & Selection Policy Statement.

Where the School setting and post are covered by the Childcare (Disqualification) Regulations, if an individual declares information on a Disqualification Declaration Form the Trust will need to establish whether the information declared meets one of the disqualification criteria, in which case the panel may decide

a) to discontinue the recruitment process in respect of that candidate
b) discuss the declaration with the individual at interview and decide whether the application can proceed.

5.6 Employment Offer
The choice of candidate will be determined by the majority view of the interview panel. The panel may identify a first and any reserve choice candidate(s).

The successful applicant will be advised that they are the preferred candidate and a conditional offer made, subject to satisfactory pre-employment checks. A firm offer cannot be made until all pre-
employment checks have been completed.

Once all pre-employment checks have been satisfactorily received, a firm offer of employment will be made and the contract of employment (or a contract amendment as applicable) will be issued. The contract/contract amendment will be issued as soon as possible but in all circumstances within 8 weeks of employment commencing.

If the preferred candidate does not accept the post, the panel will consider the option of contacting any reserve candidate(s). This will only be done where these candidates meet the criteria for the role.

Unsuccessful shortlisted candidates will be advised accordingly. All candidates can request feedback on their interview/selection.

5.7. Induction and Probation

5.7.1 Induction
All new employees and volunteers will be provided with an induction program, which will seek to ensure that they are clear about their job role, the expectations of them in terms of standards of performance and conduct and applicable policies and procedures. Any training and development needs will be identified and supported appropriately.

Where applicable, Newly Qualified Teachers will be subject to the Statutory Induction Period.

5.7.2 Probation
A probationary period applies to all newly appointed staff, except those Newly Qualified Teachers to whom the Teachers’ Statutory Induction Period is applied.

As a Multi AcademyTrust a new employee is an employee who is new to the employment of that Trust.

See the Probation Procedure for more detail.

5.8 Record Retention/Data Protection

5.8.1 Selection Records
Interview notes on all applicants will be retained for a 6 month period, after which time, these records will be destroyed.

Under data protection legislation, applicants have a right to request access to notes written about them during the recruitment process. Applicants who wish to access their interview notes must make a subject
access request in writing to the chair of the interview panel/Headteacher within 6 months from the date of interview.

5.8.2 Personal File Records

For the successful candidate, the following information will be retained (where applicable) and will make up part of the employee’s personal file:

- Application form
- SD2 (until DBS clearance is received, at which point SD2 should be removed and destroyed)
- Proof of identity
- Evidence of right to work in the UK and any supporting documents
- Proof of required qualifications
- Certificate of good conduct (if applicable)
- Completed pre-employment health declaration form (not full questionnaire if required)
- Evidence of medical clearance (from the Occupational Health Centre if required)
- DBS consent form (until DBS clearance is received, at which point form should be removed and destroyed)
- Evidence of the DBS check or online status check (not DBS Certificate)
- Evidence of DBS Children’s Barred list check
- Evidence of ECC “Known to LADO” check (if applicable)
- Evidence of prohibition from teaching check
- Evidence of Completion of Statutory Induction (Teachers only where applicable)
- Evidence of s128 directions check
- Disqualification risk assessment form and any disqualification waiver documentation (where applicable)

Relevant evidence of pre-employment checks will be retained on volunteers, contractors and other workers as required by Statutory Guidance (Keeping Children Safe in Education). Information will be collected, held and processed in accordance with the Trust’s data protection policy and record retention schedule.

6. Engaging Volunteers

The Trust values the contribution that volunteers make to its community and recognises the positive impact they can have on pupils’ learning, experiences and wellbeing.
Volunteers are seen by children as safe and trustworthy adults and the same high standards of safer recruitment principles and processes are applied to volunteers as are applied to paid staff.

6.1 Interviewing Volunteers

Volunteers will be asked to have a discussion with the headteacher or other manager prior to commencing their role. This will not be a formal interview but will provide The Trust with:

- an opportunity to explain the workings of the Trust/School and how volunteers fit into that;
- time to ask volunteers for the factual information needed to make a successful placement including any safeguard checks;
- the opportunity to explore their suitability to work with children, including their motivation to work with children and their ability to form and maintain appropriate relationships and personal boundaries;
- an opportunity to determine whether any special health, safety and welfare criteria need to be met.

This also provides the volunteer with:

- the opportunity to find out more about the nature of the work;
- information to decide how best they can make a contribution, using their skills and experience;
- how much time they want to commit.

6.2 Application Forms

Volunteers will be asked to complete a basic application form. This provides the information necessary to undertake safeguard checks and to give a picture of the skills and experience the volunteers brings to maximise their contribution and the volunteers own fulfilment in the assigned activities.

Prospective volunteers will be given the Privacy Notice (Volunteers) prior to completing the volunteer application form.

6.3 Role Profiles

Volunteers will be given clear and simple description of the roles and boundaries of the voluntary activity.

It is acknowledged that by its very nature, volunteering does not place the same obligations on an individual in terms of attendance etc. as a paid employee. However, it is very much hoped that volunteers will fulfil their commitment as agreed between themselves and the Trust- this includes consistent
attendance and undertaking the agreed tasks. Volunteers may be asked to sign a voluntary agreement as clarification of the commitment they are making to the Trust and visa versa.

7. **Agency Staff and other workers**

It is expected that the same standards of safer recruitment will be applied by external bodies providing workers or volunteers to the Trust.

External bodies will be required to provide written confirmation that relevant safer recruitment and other relevant pre-employment checks have been undertaken and this will be recorded on the Single Central Record.
Recruitment and Selection Policy Statement

1. The Local Governing Body is committed to:
   - safeguarding and promoting the welfare and safety, and the spiritual, moral, social and cultural development, of children and young people;
   - promoting equality of opportunity and community cohesion where the diversity of different backgrounds and circumstances is appreciated and positively valued;
   - promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs

and expects all staff, volunteers and other workers to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

2. The Local Governing Body recognises the value of, and seeks to achieve a diverse workforce which includes people from different backgrounds, with different skills and abilities. We are committed to ensuring that the recruitment and selection of all is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity. Selection will be on the basis of merit and ability, assessed against the qualifications, skills and competencies required to do the job. We will uphold obligations under law and national collective agreements to not discriminate against applicants for employment on the grounds of the protected characteristics of age, sex, sexual orientation, marriage or civil partnership, pregnancy, gender re-assignment, disability or health, race (which includes colour, nationality and ethnic origin), religion or belief.

3. We will implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the role.

4. We will ensure that the terms of any contract with a contractor or agency requires them to adopt and implement measures described in this procedure. We will monitor the compliance
with these measures and require evidence that relevant checks have been undertaken for all workers deployed.

5. The following pre-employment checks will be required where applicable to the role and settling:
   - receipt of satisfactory references*
   - verification of identity
   - a satisfactory DBS disclosure if undertaking Regulated Activity
   - verification that you are not on the DBS Children’s barred list and therefore not barred from working with Children
   - verification that you are not prohibited from teaching
   - verification of medical fitness
   - verification of qualifications
   - verification of professional status where required e.g. QTS status
   - the production of evidence of the right to work in the UK
   - verification of successful completion of/exemption from statutory induction period
   - verification that you are not subject to any s128 directions preventing you from holding a management position within a Trust
   - a declaration that you are not disqualified from working with children by virtue of the Childcare (Disqualification) Regulations 2018 or that you have provided a disqualification waiver from Ofsted

*In exceptional circumstances, where you have good reason not to want your referees to be contacted prior to interview, you should set out your reasons with your application form. Where it is agreed to defer, referees will be contacted immediately after interview before an offer of employment is made.

NB It is illegal for anyone who is barred from working with children to apply for, or undertake Regulated Activity.

6. We will keep and maintain a single central record of recruitment and vetting checks, in line with the current DfE requirements.

7. All posts/voluntary roles that give substantial unsupervised access to children and young people are exempt from the Rehabilitation of Offenders Act 1974 and therefore all
Applicants will be required to declare spent and unspent convictions, cautions and bind-overs (save for those offences that are subject to filtering by the Police).

Applicants will be required to sign a DBS consent form giving consent for the DBS certificate to be copied and shared (within strict guidelines) for the purposes of considering suitability for employment and consent for an online status check to be carried out in the event that the applicant subscribes to the DBS update service.

The Local Governing Body is committed to ensuring that people who have convictions / cautions / reprimands on their record are treated fairly and given every opportunity to establish their suitability for positions. Having a criminal record will not necessarily be a bar to obtaining a position, except in the case of Trust settings covered by the Childcare (Disqualification) Regulations 2018 where certain convictions, cautions or warnings will mean an individual is disqualified from working in that setting and will prohibit employment at the Trust (unless a waiver can be obtained from Ofsted).

Positive disclosures will be managed on a case by case basis taking into account the nature, seriousness and relevance to the role. The following factors will be considered in each case:

- The seriousness/level of the disclosed information eg was it a caution or a conviction.
- How long ago did the incident(s) occur?
- Whether it was a one-off incident or part of a repeat history/pattern.
- The circumstances of the offence(s) being committed and any changes in the applicant’s personal circumstances since then.
- The country where the offence/caution occurred.
- Whether the individual shows or has shown genuine remorse.
- If the offences were self-disclosed on the SD2 form or not (non-disclosure could, in itself, result in non-confirmation of employment on the grounds of trust, honesty and openness).

When making a recruitment decision The Local Governing Body will disregard any filtered convictions/cautions/reprimands which were disclosed in error.
A previously issued Disclosure and Barring Service Certificate will only be accepted in certain restricted circumstances or where you subscribe to the DBS update service and the appropriate online status checks have been satisfactory.

The Disclosure and Barring Service has published a Code of Practice and accompanying explanatory guide. This Local Governing Body is committed to ensuring that it meets the requirements of the Disclosure and Barring Service in relation to the processing, handling and security of Disclosure information.

8. The Trust processes personal data collected during the recruitment process in accordance with its data protection policy. Data collected as part of recruitment process is held securely and accessed by, and disclosed to, individuals only for the purposes of completing the recruitment procedure. On the conclusion of the procedure, data collected will be held in accordance with the Trust’s retention schedule.

A copy of our Recruitment Procedure is available upon request.
Appendix B

Summary of Recruitment Procedure

- Identify the vacancy
  - Recruitment Information for candidates
  - Advertise
  - As soon as practicable
  - Shortlist
    - Allow 14 days
    - Interview/Selection
    - Select preferred candidate
  - Invite to Interview
    - Request References
    - Check right to work in UK
    - Check qualifications
    - Assess information provided by candidate
    - Check references
    - Conditional offer pending checks
      - Issue DBS consent, medical declaration form and employee privacy notice
      - Confirm offer when all checks complete
      - Issue contract
- Send: (privacy notice if not already issued)
  - Itinerary for interview day
  - SD2
  - Request evidence of qualifications
  - Request for ID evidence
  - Disqualification Declaration form (where applicable)
- Process checks
  - Medical declaration
  - DBS
  - If individual disqualified, await waiver outcome
- Select preferred candidate
  - Prepare Information for Candidates
    - Application Form & Privacy Notice
    - Job Description
    - Person Specification
    - Recruitment and selection policy statement
    - Other Trust & School information, as necessary
- Review need for post
  - Job Description
  - Person Specification
  - Salary
- Selection panel
- Timescales

- Induction
- Probation (if applicable)
- Set up personal file
- Enter employee on SCR
- Keep selection papers for 6 months