



**Leicestershire  
Traded Services**

# Recruitment & Selection Policy

Adopted on: 8.2.22

## Purpose

This policy has been designed to assist schools with the appointment of **all** vacant positions within their organisation. It should be noted that whilst there is separate recruitment guidance for Head Teacher posts, pre-employment checks for such posts remain the same as those required for teaching posts.

This document, and its associated guidance, will assist all those responsible for the recruitment process to ensure appropriate mechanisms for safer recruitment and selection are in place. This document also sets out best practice, taking in to account relevant legislation, the requirements of regulatory inspections (i.e. Ofsted) and the organisation's commitment to Equality and Diversity. This policy should also be read alongside the guidance in Part 3 of the KCSIE (Keeping Children Safe In Education) document which outlines the legal requirements for safer recruitment that schools must follow, and also what is considered best practice.

For the purposes of this policy Schools and Academies will be referred to as "schools", and Head Teacher/Principal will be referred to as "Head Teacher" throughout the document.

## 1. Equal Opportunities

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1.1 Everyone involved in recruitment and selection processes must be mindful of the Equality Act 2010 to ensure that anyone wishing to apply for a position at the school has an equal opportunity to do so.

### 1.2 Reasonable Adjustments

Reasonable adjustments must be put in place for any candidate who has identified that they have a disability and require adjustments to be made to enable them to fully participate in the process. The candidate should be consulted with well in advance of any adjustments required/ made, these may include (but are not limited to):

- ensuring the interviewing room has a wheelchair ramp;
- providing a skills test printed in large font;
- providing additional time to complete a test or prepare a presentation

### 1.3 Criminal Convictions

Having a criminal record does not automatically prevent a person from being employed within a school and applicants should not be treated unfairly if they have a previous conviction. Whilst a criminal record cannot be disregarded, the school must seek advice to ensure a fair and consistent approach when considering an applicant's suitability for the role they are applying for.

## 2. Personal Relationships

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2.1 Where an employee who is involved in any part of the recruitment process has a personal relationship with an applicant, they should declare this from the outset. Such employees must then **not** be involved in:

- the recruitment processes;
- providing a reference or acting as a referee for that person where possible;
- making decisions relating to pay in respect of that individual;
- making decisions related to or the management of the employee's performance;
- any conduct issues that arise that may involve the employee.

2.2 The recruitment panel should also check the application forms as candidates must also declare whether they have a personal relationship with any current members of staff.

### 3. The Recruitment Process:

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#### **STEP 1: Review the Vacancy:**

Recruitment takes place either as a result of an existing post becoming vacant or the creation of a new post owing to changing organisational needs. It is good practice to consider the following points:

- Is this a new post or an existing post;
- If an existing post, is this post still required;
- Can the school afford to recruit to the post within both current and future budgets;
- Are the working hours/times/grade of the post still appropriate;
- Is there an up to date Job Description and Person Specification (see below);
- Is recruitment to a permanent/fixed term/full time/part time position;
- Do you require supply cover in place whilst recruiting to a permanent position;

For details of the different types of contract available, please see **Appendix A**.

#### **STEP 2: Prepare a Recruitment Plan**

Ensure a realistic timetable is prepared for the recruitment process and includes time to:

- Agree a “Recruitment Panel”, usually comprising of three members. At least one panel member must have received Safer Recruitment training.
- Create/review the job description & person specification to ensure they are both fit for purpose.
- If a new post, does this need to be evaluated to check the grade (for a non-teaching post).
- Prepare the job advertisement (part salaries should be clearly stated on the advert)
- Prepare any additional recruitment literature that will be sent out to applicants, i.e. the Job Pack
- Diary dates set aside for any potential informal visits to the school.
- Agree dates for:
  - When the advert will be published and the duration of the advertising period;
  - Closing date for the advert;
  - Shortlisting meeting;
  - Inviting candidates to interview;
  - Applying for employment references;
  - The selection/interview days i.e. venue, candidate activities, panel questions;
  - Start date for successful applicant.

**NB.** All members of the panel should participate in every stage of the recruitment process.

### STEP 3: Advertising the Job

When compiling the Job Advert, the following should be included:

- A message about the culture of the School and the type of person needed for the role.
- Details of the key knowledge and skills required to undertake the role.
- A strap line outlining the School's commitment to safeguarding and promoting the welfare of children and young people, for example:

**“This school is committed to Safeguarding Children and Young People.”**

- A statement that the post holder will be subject to a DBS Disclosure check, for example:

**“As this post is required to work in ‘Regulated Activity’ an enhanced DBS with a Barred list check is essential”.**

- For roles designated as “Regulated Activity” it is essential that the information sent to candidates makes it clear that references will be sought in advance of the interview.
- The closing date by which all completed applications should be sent in to the school.
- The advert should be placed in such a way that the best range of prospective candidates can access it which best reflects the community that the school serves. Below are several options of where Schools can advertise their vacancy:
  - School's own website;
  - DfE Website
  - Eteach/TES;
  - Local press;
  - LCC Website – contact ESC helpdesk for further details;
  - Job Centre Plus – further information is available on the Job centre plus website;
  - Social media.
- If advertising posts for overseas workers, additional rules apply in terms of the recruitment process and advertising the role. See associated guidance for more details.

## STEP 4: Shortlisting

As soon as possible after the closing date, each member of the recruitment panel should receive a shortlisting pack (via the agreed method) which should include a copy of all the application forms (minus the equal opps form), a job description and personnel specification and the shortlisting grid in order to carry out the shortlisting exercise. All members of the panel should:

- Take part in the shortlisting process.
- Complete a separate shortlisting grid for each individual candidate. This promotes fairness and consistency whilst also providing an audit trail.
- Check whether any gaps in employment history have a reasonable and acceptable explanation (see Safer Recruitment Requirements in the associated Guidance document).
- Check that any additional information sent with the application is not considered as part of this process, unless this information was expressly requested by the recruitment panel, i.e a supporting letter outlining the individual's suitability for the role.
- Ensure that all essential criteria (to be assessed by the application form) have been satisfied. Where this is not the case, the applicant may not be shortlisted.

### Declaration of Criminal Conviction(s):

- Applicants will no longer be asked about any criminal record at the point of application. This check will be carried out once short-listing has taken place. A Criminal Records Self-Disclosure form will be sent to all shortlisted applicants along with the invite to interview letter to allow disclosure any relevant criminal convictions. Where an applicant declares they have a criminal conviction, they must provide this form in a sealed envelope. This envelope should remain with the Chair of the panel, un-opened until the end of the interview process.
- Following the interview, where the preferred candidate has declared a criminal conviction(s), the Chair will inform the panel. If the panel decide that the conviction(s) is relevant, further information should be sought from the candidate at the end of the interview and before an offer of employment is made.

## STEP 5: Invitation to Interview

Following the shortlisting meeting, arrangements should be made to write out to those individuals shortlisted inviting them for interview. This letter should detail the following:

- That the applicant has been selected to attend a recruitment process.
- The location, date and times of the interview.
- Outline the interview process, detailing any tests or assessments the candidates will be required to undertake.
- The requirement to bring relevant identification documentation to the interview day.
- The requirement to provide original documents verifying any qualifications essential for the job.
- The requirement to complete a Criminal Records Self-Disclosure form.

If a candidate advises that they are unable to attend for interview on the date specified, the panel has discretion to reschedule their interview date, however, the interview panel **must** remain the same.

## STEP 6: Interview Preparation

It is essential for the recruitment panel to meet prior to the interviews to agree the format of the interview process. The panel must decide:

- What tasks or activities they will ask the candidates to perform, i.e. in tray exercises, presentations or teaching a class.
- Which questions to ask – all questions should be agreed in advance and these should include a safeguarding question and a question on equal opportunities.
- Agreement should be made on how the panel will explore any gaps in employment history and any other concerns identified during shortlisting process.

It is important that the methods used to test candidates are appropriate and proportionate to the duties of the role they are applying for, and designed in such a way that the candidate is able to demonstrate their suitability for the role.

The chair of the panel is responsible for ensuring that arrangements are made for the smooth running of the interview process, including:

- All relevant documentation is prepared and distributed to panel members prior to interview.
- The suitability of the venue - taking into consideration any additional or special requirements such as access or any additional adjustments requested by the candidates.
- Any car parking spaces, refreshments etc. are arranged.
- Arranging the checking of the candidates identity documents.
- Arranging checking and copying of any additional documentation required at interview.
- Ensuring the interview timetable allows sufficient time between interviews for:
  - ✓ Overruns;
  - ✓ Breaks;
  - ✓ Panel discussion.

## STEP 7: The Interview

The Chair of the panel is responsible for ensuring that the interview is conducted fairly and that all candidates are treated equally. The Chair should ensure that all panel members participate fully and the views of all panel members are considered at all stages.

Panel members must score each candidate independently and agree whole panel scores after each interview.

At the **start** of the interview, the Chair should:

- Welcome each candidate;
- Introduce the other panel members by name and job role;
- Give an overview of the interview process;
- Explain that notes will be taken during the interview by the panel members;

At the **end** of the interview, the Chair should:

- Give an opportunity for candidates to ask questions;
- Give an indication of timescales for decision and feedback;
- Ensure that all the relevant documents have been received and checked, e.g. evidence of qualifications.

## Step 8: Decision Making – Appointing the Preferred Candidate

All aspects of the selection process should be considered when making decisions to appoint a new employee, the successful candidate should have:

- Met all the essential criteria on the job description;
- The highest aggregated score, taking into account their scores for any additional tasks that they have been asked to complete as part of the selection process.

It is also helpful for the panel to decide on a reserve candidate in case the first candidate declines the job offer.



## Step 9: Informing the Successful Applicant

The chair of the panel should contact the successful candidate as soon as possible to advise them of their appointment.

A **conditional** offer should be made to the successful candidate and it should be explained that the post is not confirmed until all of the pre-employment checks are satisfactorily completed, these include:

- A check to ensure the candidate has the Right to Work in the UK;
- A satisfactory outcome of the medical questionnaire;
- A satisfactory DBS with a barred list check (where appropriate);
- **Two satisfactory written references.** The purpose of seeking references is to obtain objective and factual information to support appointment decisions. References should always be obtained and scrutinised and any concerns resolved satisfactorily before the appointment is confirmed.

All school based jobs are exempt from the Rehabilitation of Offenders Act as the work brings employees into contact with children who are regarded by the Act as a vulnerable group. **Applicants for school based jobs must, therefore, disclose all spent and unspent convictions.** All applicants who are offered employment in a school will be subject to a criminal record check from the Disclosure and Barring Service before an appointment is confirmed. This will include details of cautions, reprimands and warnings as well as spent and unspent convictions. Having a criminal record will not necessarily bar someone from working in a school. Criminal records will be taken into account for recruitment purposes only when the conviction is relevant.

St Edward's CE Primary undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed. When reaching a recruitment decision the following factors will be taken into account:

- Whether the conviction or other matter revealed is relevant to the position in question
- The seriousness of any offence or other matter revealed
- The length of time since the offence or other matter occurred
- Whether the applicant has a pattern of offending behaviour or other relevant matters
- Whether the applicant's circumstances have changed since the offending behaviour or the other relevant matters, and
- The circumstances surrounding the offence and the explanation(s) offered of the offending person.

There are, however, particular offences that would automatically prevent an offer of employment in a school being confirmed. Schools and colleges must make any further checks they think appropriate so that any relevant events that occurred outside the UK can be considered.

At St Edward's CE Primary, past policy has been to ask any applicant who has spent more than 6 months, living or working in a country outside the UK within the last ten years to provide a police certificate or a certificate of good conduct from those countries.

From November 2021, however, for all new staff and volunteers, all reasonable steps will be taken to complete criminal record checks (including certificates of good conduct) from the relevant country visited for anyone who has lived or worked outside of the UK, irrespective of how long ago this was.

**The KCSIE guidance states - if the person has lived or worked outside the UK, make any further checks the school or college consider appropriate (see 262-267)**

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## 4. Recruitment Documentation Retention

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- 4.1 Interview notes for all candidates (both successful and unsuccessful) must be retained for a period of 6 months, in case they are required in connection with an Employment Tribunal claim or have been requested by a candidate under the Data Protection Act. After this stage the documents for unsuccessful candidates must be destroyed.

## 5. Pre-employment Checks

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- 5.1 Pre-employment checks are an essential aspect of the recruitment process and should be conducted on both newly appointed employees **and** internal candidates (including those who have **TUPE transferred** into the organisation) prior to commencement in post. All checks undertaken must be accurately recorded on the **Safer Recruitment Checklist**.
- 5.2 In addition, and importantly, details of all checks undertaken should also be recorded on the School's **Single Central Record**.
- 5.3 For agency and third party supply staff, schools must also include on their single central record that written confirmation has been received from the agency/business supplying the individual that they have carried out relevant checks, obtained the appropriate certificates, the dates that confirmation was received and whether any enhanced DBS certificate check has been provided in respect of the individual.

## 6. Single Central Record

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- 6.1 Schools must keep a single central record of all employment checks carried out. A template SCR can be found on LTS On-Line.
- 6.2 The single central record must cover the following people:
- All staff (including supply staff) who work at the school;
  - All other staff who work in regular contact with children in school or college, including volunteers;
- 6.3 Ofsted will check the School's single central record during their inspection visits with the expectation that it will meet at least the statutory requirements.

## 7. Transfer of undertakings (Protection of Employment) (TUPE)

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- 7.1 Employees who are TUPE transferred into the school, or from a school to academy or from an

academy to Multi Academy Trust, must have their documentation checked within 60 days of the transfer. Head teachers should follow the required checking process set out in the associated guidance.

- 7.2 **Schools should be aware that sponsor licenses are non-transferable from one employer to another under TUPE Regulations.** In such circumstances the school must make an application for either a sponsor license or to extend the existing sponsor license. An application must be made with 20 working days of the move taking place.
- 7.3 If the school does not make a valid application to become a sponsor within 20 working days or does not make an application, but this is refused, all of the migrants who have transferred, except those that can be sponsored under any existing licences, will have their leave, or worker authorisation shortened to 60 calendar days.

## Appendix A – TEMPLATE: CONDITIONAL OFFER LETTER

Dear .....

Further to our telephone conversation on ....., I now have pleasure in confirming my conditional offer to you for the post of ..... at (insert name of School /College/Academy).

The date of the commencement of your employment is from (insert date)

### Support staff

The post of ..... has been evaluated at Grade xx, which starts at pay point ..... to ..... and attracts a full-time salary range of £..... to £..... per annum, awarded on a pro-rata basis for part-time employees.

You have been appointed on pay point .....

As the post is for ..... hours per week/year and for ..... weeks per year, your starting salary has been calculated as (*actual salary* £..... per year).

### Teaching staff

Your salary of (*actual salary plus any TLR/allowance*) £ ..... per annum is paid in accordance with the current Pay and Conditions document for Teachers, awarded on a pro-rata basis for part-time employees, and is made up of:

- Placement at point ..... of the Pay Range for Unqualified Teachers
- Placement at point ..... of the Main Pay Range for Classroom Teachers
- Placement at point ..... of the Upper Pay Range for Classroom Teachers
- Placement at point .....of the Lead Practitioners Pay Spine
- Placement at point .....of the Leadership Spine
- Plus [*any TLR/allowance*] of £..... per year

### For all posts:

This conditional offer is subject to receipt of the following:

- two satisfactory references (if not already received)
- documentary evidence of your identity (*if not already received*);
- documentary evidence of your qualifications (delete *if required*) (*if not already received*);
- a satisfactory Enhanced Disclosure for a Regulated Activity;

If for any reason applicants do not want to provide previous sensitive, personal, information then they can request a sensitive DBS by contacting the DBS Sensitive Applications Team on 0151 676 1452 or email [sensitive@db.s.gsi.gov.uk](mailto:sensitive@db.s.gsi.gov.uk) for advice on their confidential checking process **before** completing the online DBS disclosure application.

- documentary evidence of your right to work in the UK;
- a satisfactory medical report from the School Occupational Health adviser.

Upon receipt of these, you will receive a formal offer of employment, including full details of your terms and conditions of employment. The post may be subject to a probation period.

Finally I would like to offer you my congratulations on your appointment and we look forward to you joining ..... School/College/Academy.

Should you have any questions regarding any of the points contained in this letter please do not hesitate to contact (insert contact details)

Yours sincerely