



# RECRUITMENT AND SELECTION POLICY AND PROCEDURE

Associated Policies:	Safer Recruitment Equality and Diversity Safeguarding
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## CONTENTS

Contents .....	1
1. Policy statement and introduction .....	2
Who does this policy apply to .....	2
Policy review arrangements .....	2
2. Delegation of appointment and constitution of appointment panels .....	2
3. Advertising .....	3
4. Information for applicants .....	4
5. Shortlisting and reference requests .....	4
6. Interviews .....	6
7. Offer of employment by the selection panel .....	7
8. Personnel file and Single Central record .....	7
9. Start of employment.....	9

## 1. POLICY STATEMENT AND INTRODUCTION

1.1 The Northampton Primary Academy Trust (NPAT) 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.

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 NPAT 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 **Keeping Children Safe in Education** with regard to DBS and other pre-employment checks.

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 Recruitment privacy Statement provides specific details in accordance with the GDPR principles which can be found in our Trust **GDPR Policy.**

## WHO DOES THIS POLICY APPLY TO

All candidates, staff and volunteers applying for paid and unpaid positions within the Northampton Primary Academy Trust.

## POLICY REVIEW ARRANGEMENTS

This policy will be updated to reflect any changes to legislation and statutory guidance.

This policy will be reviewed every 2 years.

## 2. DELEGATION OF APPOINTMENT AND CONSTITUTION OF APPOINTMENT PANELS

2.1 The power to offer employment for all posts below the level of Deputy 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 in the appointment of all Teaching staff, where possible.

2.3 Selection panels will comprise a minimum of two people (usually three). In accordance with the statutory requirement, every selection panel will have at least one member who have undertaken Safer Recruitment Training within the last two years. In addition, at least one member will have undertaken general recruitment or equalities training.

### 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. While this will normally mean placing an advertisement both internally and externally, where there is a reasonable expectation that there are sufficient, suitably qualified internal candidates within the Trust, or staff are at risk of redundancy, vacancies may be advertised internally before an external advertisement. Internal vacancy details (advertisement text and NPAT Job Application Pack) should be emailed to the School Business Manager for addition to the MS TEAMS-NPAT ALL STAFF-Vacancies section. In these circumstances, the selection panel may decide that certain part 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. External vacancies should be placed on the Teach Northamptonshire website, the school's own website and added to the MS TEAMS-NPAT ALL STAFF - Vacancies section.

3.2 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.

3.3 The advert will specify 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.

3.4 All adverts state the requirement for a certificate of good conduct where 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.

3.5 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.

3.6 In accordance with Keeping Children Safe in Education, the school will consider carrying out an online search as part of the due diligence on shortlisted candidates.

Where an online check will be carried out, this will be indicated in the advert and/or recruitment pack.

## 4. INFORMATION FOR APPLICANTS

All applicants for all vacant posts will be provided with the following:

4.1 A job description outlining the duties of the post and an indication of where the post fits into the organisation structure of the school. A person specification may also be provided. This will include a statement on behalf of the Local Governing Body on their commitment to safeguarding and promoting welfare.

4.2 The latest NPAT Application Form. Updated versions will be available in TEAMS. As recent updates have included legal requirements it is important that the correct version is taken from TEAMS each time rather than a locally stored version being used. Curriculum Vitae (CVs) will not be accepted.

4.3 An NPAT standard Job Application Pack should be prepared. As this pack provides an initial impression of both the school and NPAT it is important that it is presented in a professional manner with attention paid to using the most up to date version of the pack, utilising the same size and style of font for each section, selecting images that have consent and are carefully resized etc. The pack should contain:

- a description of the school relevant to the vacant post
- reference to the school's policy on **Equality and Diversity**
- reference to the **Safeguarding and Child Protection Policy**
- DBS and other pre-employment requirements
- a statement that canvassing any member of staff, or member of the Governing Body, 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
- reference to the Trust **Recruitment and Selection Policy**
- GDPR **Recruitment Privacy Notice**.

## 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 based on the essential and

desirable criteria for the post. The selection panel will agree the candidates to be called for interview.

5.2 The selection panel will take up at least two references on each shortlisted 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
- all formal time-limited disciplinary warnings not relating to safeguarding concerns which have not passed the expiration date
- all disciplinary action where the penalty is 'time expired' and which related 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. 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 reference 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;

5.4 References will be checked against information on the application and any discrepancy/issue or concern noted and taken up with the applicant at interview. The school will contact referees to clarify where information is vague or insufficient information is provided.

5.5 On receipt of the application form, the equality monitoring information must be separated from the application.

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

5.7 Candidates should be informed that an online search may be carried out as part of due diligence. Where the school has carried out an online search on shortlisted candidates as part of the due diligence, any concerns which arise may be discussed with the applicant at, or prior to the interview stage

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.

## 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 school 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 assessments methods and tasks. The questions asked will be aimed at obtaining evidence of how each candidate meets the requirements 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.

6.2 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.

6.3 The recruitment documentation will be retained for six months from the date of interview. After six months all information about unsuccessful candidates will be securely destroyed. Under the *Data Protection Act 2018*, applicants have the right to request access to notes written about them during the recruitment process. Information will be retained in line with the Trust *Records Retention Policy* based on the Information Records Management Society (IRMS) retention guidelines.

## 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 identity
- verification of right to work in the UK
- proof of relevant qualification
- 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
- satisfactory references
- disqualification under the *Children Disqualification Act 2006*, as amended.

7.2 The successful candidate will be informed, normally by offer letter, that the appointment is subject to satisfactory completion of these checks. Unsuccessful candidates will also be notified. In line with GDPR regulations unsuccessful candidate application documentation will be retained for six months, and then confidentially and securely destroyed.

## 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
- copies of all documents used to verify the applicant's identity
- proof of right to work in the UK
- proof of relevant qualifications
- Certificate of Good Conduct (where applicable) which may include EEA sanctions and restrictions
- evidence of medical clearance from the Occupational Health service
- evidence of DBS clearance and barred list check
- teacher prohibition checks
- evidence of Section 128 Direction (where applicable)
- offer of employment letter and signed contract of employment
- disqualification under the *Childcare Disqualification Act 2006*, as amended.

8.2 Retention of personal information for the successful candidate following the end of their employment will be in accordance with the Trust *Records Retention Policy*, which is compliant with relevant Data Protection Act and the General Data Protection Regulations 2018.

8.3 The school will destroy information obtained by a vetting exercise 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.

8.3 The school will normally collect personal information from you only where we have your consent to do so, where we need the personal information to perform a contract with/involving you, or where the processing is in our legitimate interests and not overridden by your data protection interests or fundamental rights and freedoms. In some cases, we may also have a legal obligation to collect personal information from you or may otherwise need the personal information to protect your 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 have the right to withdraw their consent at any time and can do so by informing the Trust Data Protection Officer, with the exception of documents that are required for a statutory requirement.



8.5 The school will maintain a Single Central Record of employment checks in accordance with **Keeping Children Safe in Education Section 268-275** [Keeping children safe in education 2023 \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/656272/Keeping-children-safe-in-education-2023.pdf)

## 9. START OF EMPLOYMENT

9.1 The pre-employment checks, listed in paragraph 8.1, 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.

9.2 All new employees will be provided with an induction programme in line with our Trust Induction Policy, which will cover all relevant matters of school policy but in particular safeguarding and promoting the welfare of children.

9.3 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

**Please note that all relevant process forms, checklists and documentation will be held in the Trust Office NPAT SBM 365 Team, to ensure the most up to date versions are accessible.**

**The most current version of the NPAT Application Forms, can be found and downloaded from the Trust website, under Vacancies.**