

RECRUITMENT POLICY

1. Introduction

- 1.1 Effective and consistent recruitment practices are essential to ensure that all applicants are treated fairly and with equality of opportunity so that costly recruitment mistakes are avoided.
- 1.2 The recruitment process must result in the selection of the most suitable person for the job in respect of skills, experience and qualifications. To this end, the Organisation will recruit candidates who are most suited to the position in question and comply with its Equality Policy at all times. The nationality of the most suitable candidate will have no bearing on whether or not they are selected for the post, subject to the requirement to meet the resident labour market test where applicable and eligibility for sponsorship where necessary.
- 1.3 This Policy defines the principles that the Organisation considers important in the recruitment process and aims to ensure that consistency and good practice is applied across the Organisation.

2. Equality in Recruitment

- 2.1 It is against the Organisation's Equality Policy to discriminate either directly or indirectly on the grounds of race, nationality, ethnic origin, gender, marital status, pregnancy, age, disability, sexual orientation, gender reassignment, ethnicity, cultural or religious beliefs. Reasonable adjustments to the recruitment process will be made to ensure that no applicant is disadvantaged because of his/her disability.
- 2.2 All employees are required to comply with the requirements of the Equality Policy at every stage of the recruitment process including production of job descriptions, advertising material, instructions given to recruitment agencies, shortlisting of applications, interviewing, selection decisions and offers of employment.
- 2.3 All policies and procedures reflect our commitment to achieving and maintaining equal opportunities within the workplace. It is the responsibility of every employee to monitor continually and evaluate formal and informal practices and procedures to ensure that they do not directly or indirectly discriminate against any individual or group of society.
- 2.4 The Organisation will treat all job applicants in the same way at each stage of the recruitment process, and no assumptions will be made on the basis of, for example, appearance or a foreign name. There will be no assumption that a foreign national or someone from an ethnic minority has no right to work in the UK.
- 2.5 Any employee who is found to be discriminating in any way during the recruitment process will be subject to the disciplinary procedure and may be

liable to dismissal.

3. Job Descriptions and Person Specifications

- 3.1 The person/manager recruiting must produce a job description for the vacancy which provides a fair and accurate representation of the role and follows the format which is laid out in the Job Description Form. The job description will include a clearly drafted person specification.
- 3.2 The job description will describe the duties, responsibilities and seniority of the post and the person specification will describe the qualifications, knowledge, experience, skills and competencies needed for the role to be carried out effectively.
- 3.3 The Job Description Form should be given to all candidates prior to interview to enable them to prepare adequately for the interview which will improve the success of the interviewing process.
- 3.4 Particular care must be taken when producing job descriptions to ensure that unreasonable requirements are not placed on the job holder which cannot be objectively justified and may unfairly disadvantage certain groups e.g. women, ethnic minorities, elderly or disabled persons.

4. Advertising of Vacancies

- 4.1 All vacancies must be advertised within the Organisation to all members of staff prior to external methods of recruitment being used. Wherever possible internal candidates will be considered in preference to external candidates and reasonable training and coaching will be provided to enable employees to achieve career advancement. Where it has not been possible to recruit within the Organisation, then external methods of recruitment may be considered. These may include approaching approved employment agencies or advertising on job boards.
- 4.2 Where the job is to be advertised, the proposed advertisement must be submitted to the Board for approval. An advertisement must not show any intention to discriminate unlawfully.

5. Shortlisting

- 5.1 In order to shortlist candidates for interviews, the Organisation will:
 - 5.1.1 Identify specific job-related criteria using the job description;
 - 5.1.2 Match these criteria with those detailed in the candidate's CV; and
 - 5.1.3 Use this information to select which candidates will be invited for interview.
- 5.2 Candidates who apply for positions with the Organisation, whether through a direct advertisement or a recruitment agency, will always be informed of the outcome of their application as quickly as possible. Where candidates have applied to the Organisation directly, they will be informed of the outcome in

writing.

6. Recruitment Interviews

- 6.1 The interview will focus on the needs of the job and skills needed to perform it effectively.
- 6.2 Managers conducting recruitment interviews will ensure that the questions that they ask job applicants are not in any way discriminatory or unnecessarily intrusive. A record of every recruitment interview will be made and retained for a suitable period of time.

7. Offer of Employment

- 7.1 Once the most appropriate candidate has been selected, an offer should be made verbally to the candidate and, once agreed, a contract of employment must be raised and sent out with the offer letter.

8. References

- 8.1 All employment offers are conditional upon receipt of 2 professional references which are satisfactory to the Organisation. The referees should usually be the applicant's current and previous employers although, in the case of a college or school leaver, a college lecturer will be acceptable.
- 8.2 Details of referees will usually be sought from an applicant once an offer of employment is made and referees will not be approached without the applicant's permission.
- 8.3 References will usually be sought in writing and require that a standard reference form be completed. Details may be checked or clarified by telephone where necessary. If a response to a written request for a reference has not been received, then the Organisation will telephone the referee and may seek an oral reference instead.
- 8.4 If references which are satisfactory to the Organisation are not received within a reasonable timescale then it may be necessary to withdraw the offer of employment.

9. Work Permits and Illegal Working

- 9.1 It is against the law to employ a person who does not have permission to live and work in the UK. The Organisation could be prosecuted and fined under the Immigration and Asylum Act 1999 for employing somebody who does not have permission to work in the UK. The Organisation will not employ an individual unless he or she has a legal right to work in the UK.
- 9.2 All offers of employment will be subject to the successful candidate providing the required original documents showing evidence of his or her right to work in the UK (on an ongoing or restricted basis). All successful candidates will be required to provide evidence of one original piece of documentation from the

list below once an offer of employment is made:

- 9.2.1 A document giving the person's National Insurance number and name. This could be a P45, a National Insurance card or a letter from a government agency;
 - 9.2.2 A document showing that the person can stay indefinitely in the UK or that they have no restriction preventing them from taking employment. This may be an endorsement in a passport or Home Office Letter;
 - 9.2.3 A work permit or other approval to take employment from the Department for Education and Employment;
 - 9.2.4 A document showing that they are a UK Citizen or have right of abode in the UK. This may be an endorsement in a passport, a birth certificate, a registration or naturalisation document or a letter from the Home Office;
 - 9.2.5 A document showing that they are a national of a European Economic Area country. This may be a passport or national identity card: or
 - 9.2.6 A document confirming registration with the Worker Registration Scheme.
- 14.3 In order to avoid discrimination, it is essential that the same criteria are applied to every person who is offered employment with the Organisation, regardless of their race, nationality or ethnic or national origins.
 - 14.4 If an applicant is not able to produce one of the listed documents then they will be advised to contact the Citizens Advice Bureau for further advice and their employment will be put on hold until evidence can be produced and the offer may be withdrawn.
 - 14.5 In the event that an individual has time-limited permission to live and work in the UK he or she must provide evidence of his or her renewed right to live and work in the UK at the expiry of the current permission.
 - 14.6 If it becomes evident to the Organisation during the course of an employee's employment that he or she does not have the right to work in the UK, the Organisation will, following an investigation into the circumstances and having established that the employee does not have the right to work in the UK, terminate the employee's contract of employment.

10. Personnel Records & Starter Procedures

- 15.1 Personnel records are held by <<Insert Name and Job Title E.g. the HR Manager>>. A file containing paper records is held for each employee and will include:
 - 15.1.1 Contract of Employment;
 - 15.1.2 Personal information – New Starter Form;
 - 15.1.3 Next of kin;
 - 15.1.4 Ethnic origin;

- 15.1.5 Home address;
- 15.1.6 Copy of Birth certificate (or similar proof of right to work);
- 15.1.7 Copy of marriage certificate if appropriate;
- 15.1.8 Copy of all qualifications;
- 15.1.9 Changes to terms and conditions;
- 15.1.10 Absence records;
- 15.1.11 Current Disciplinary details;
- 15.1.12 Records of any Training undertaken; and
- 15.1.13 Records of Objectives and Performance Appraisals.

These records are held in a secure environment, only accessible to <<Insert Name>>. Electronic records may also be held by <<Insert Name>>. This enables information gathering and quick access to employee records.

11. Complaints Procedure

- 16.1 Any applicants who consider that they have been unfairly treated or discriminated against during the recruitment process should write to <<Insert Name>> stating the grounds of the complaint. Any employee who wishes to complain about his/her experience of the recruitment process should do so by means of the Grievance Procedure.