

## Recruitment Policy

### **Statement of Intent**

All organisations and individuals who work with children and young people have a duty to safeguard and promote their welfare. Our setting is committed to this and we expect all staff and volunteers to share this commitment. In addition, the management of our setting is committed to ensuring that the recruitment and selection of all employees will be fair, open and transparent, accepting applications from all sections of the community and by using non-discriminatory procedures during this process. We will comply with current legislation and ensure that we do everything we can to prevent appointing people who are unsuitable and may pose a risk to children.

### **Aims and Objectives**

#### Advertising

Planning is vital to successful recruitment. Prior to advertising any vacancy, the management of the setting will assess whether the job role requires restructuring. This may include:

- Updating the job description
- Updating the person specification
- Updating employment contracts
- Updating interview questions

We will advertise in a wide area using recruitment websites, local papers and our own social media sites in order that the vacancy will be accessible to everyone. The advert will contain contact details for a named person (usually the Nursery Owner who can be approached for an informal discussion), address, telephone number and email so people can contact us in the way that suits them best.

The safeguarding statement “The Acorn Nursery School is committed to safeguarding and promoting the welfare of children and young people” will also be included in the advert and applicants will be informed that an Enhanced Disclosure via the DBS and reference checks will be carried out on successful candidates and volunteers.

We will send out recruitment packs by email to everyone who enquires about the vacancy. The pack will include:

- A covering letter, including the closing date for applications and the dates for shortlisting and interviews.
- An application form which includes a full employment history in chronological order, academic and/or vocational qualifications and the details of 2 referees, one being the applicants current or most recent employer. In addition, the form will include an equal opportunities monitoring sheet.
- Job description.
- Person specification.
- The statement of the terms and conditions of employment.
- Information about the setting, including the safeguarding children and child protection policy statement and inclusion and diversity policy.

Recruitment packs in different languages and alternative formats will be available on request. The name, address and a contact telephone number will be kept of everyone who is sent an application pack.

#### Short-listing

All applications will be scrutinised to ensure that they are fully and properly completed, that the information provided is consistent and does not contain any discrepancies, and to identify any gaps in employment. Incomplete applications will not be accepted and will be returned for completion. All

candidates will be assessed equally against the criteria contained in the person specification without exception or variation. Any anomalies, discrepancies or gaps in employment identified will be noted and taken up as part of the consideration as to whether to short-list the applicant. As well as reasons for obvious gaps in employment, the reasons for a history of repeated changes of employment will be explored and verified.

Confirmation emails will then be sent to successful applicants inviting them to attend an interview. This letter will contain when, where and how long the interview will be, who will be on the interview panel and details of how to reach us. It will also stress that the identity of the successful candidate will need to be checked thoroughly to ensure the person is who he or she claims to be, and that where a DBS Disclosure is appropriate the person will be required to complete an application for the disclosure straightaway. Therefore, candidates will be instructed to bring with them to interview, documentary evidence of their identity that will satisfy DBS requirements such as:

- A current driving licence or passport including a photograph.
- A full birth certificate.
- A utility bill or financial statement showing the candidates current name and address.
- Where appropriate any change of name documentation.

It will also request that the candidate notify us if any specific arrangements will be required for the interview.

References will be taken up prior to interview, unless the candidate has indicated otherwise on their application form, to support appointment decisions. These references will always be obtained directly from the referee using our standard reference request form and will be scrutinised before any appointment is confirmed and before s/he starts work.

### Interviews

The interview panel will consist of at least 2 members of staff, usually the Nursery Owner and one of the Nursery Co-Managers. Staff members likely to be involved in the recruitment process will undertake safer recruitment training online using the DfE's e-portal.

Prior to interview the panel will meet to:

- Consider the issues to be explored with each candidate and who on the panel will ask about each of those.
- Agree the assessment criteria in accordance with the person specification.
- Agree a set of competence based questions and a scoring system which will be the same for each candidate.

During interview and in addition to assessing and evaluating the applicant's suitability for the post, the interview panel will also explore:

- The candidate's attitude toward children and young people.
- His/her ability to support our agenda for safeguarding and promoting the welfare of children.
- Gaps in the candidate's employment history.
- Any concerns or discrepancies arising from the information provided by the candidate and/or a referee.

The panel will also ask each candidate if they wish to declare anything in light of the requirement for an enhanced DBS check and whether there is anything that they wish to discuss in light of the questions that have been or will be put to his/her referees.

### Post Interview

Having interviewed all of the candidates, the interview panel will compare the notes and scores of each applicant and reach a consensus regarding who should be offered the post. The successful

candidate will then be contacted as soon as possible and a conditional offer of appointment made. If the offer is accepted by him/her it will be conditional upon:

- The receipt of at least two satisfactory references (if not already received).
- Verification of the candidates identity.
- A satisfactory enhanced disclosure from the DBS – guidance will be sought if a disclosure reveals information that a candidate has not disclosed in the course of the selection process.
- Completion of a health declaration form.
- Verification of qualifications (if not verified during the interview).
- Satisfactory completion of the probationary period.
- Criminal records information from countries where individuals have worked or lived overseas.

All checks will be obtained before the candidate begins work, confirmed in writing, recorded on the setting's single central record and retained on the personnel file. Where the checks are unsatisfactory or there are discrepancies in the information provided these will be followed up. If the candidate is found to:

- have a DBS refused, indicating their unsuitability to work with children, or
- there are serious concerns regarding the applicant's suitability to work with children,

the facts will be reported to the police, Ofsted and the Safeguarding LADO at the Local Authority.

In the case that the preferred candidate does not accept the conditional offer of employment, the interview panel will offer the post to the next suitable applicant as recorded on the scoring sheets. If no other candidate meets the requirements of the job description and person specification, we will begin the recruitment process again. Letters will be sent to the unsuccessful candidates and will explain their right to challenge the decision and to ask for feedback which must be requested in writing.

Unsuccessful applicants' documents will be retained for 6 months, including the written reasons for non-appointment, in the event that a case is brought against the setting under the terms of current Equality Act legislation.

#### Induction of new employees

We have an intensive induction programme for all newly appointed staff and volunteers regardless of their previous experience. Through our induction programme we will:

- Provide training and information regarding our policies and procedures.
- Support individuals in a way which is appropriate for the role for which they have been employed.
- Confirm the conduct expected of staff.
- Provide opportunities through weekly meetings for new members of staff to discuss any issues about their roles or responsibilities.
- Recognise any concerns or issues about the person's ability or suitability at the outset and address them immediately.
- Where possible (and depending on availability) arrange for the new employee to attend child protection training.
- Inform of the policies and procedures relating to safeguarding and promoting the welfare of children including the Local Children's Safeguarding Board procedures, how and with whom any concerns should be raised and the safe practice and standards of behaviour expected.
- Provide relevant personnel procedures such as disciplinary and grievances, whistle blowing and capability, use of mobile phones and smart watches.