



Recruitment and Selection

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1. Introduction

- 1.1 Recruiting the best people to The Three Saints Academy Trust is vital for our continued success in providing the highest standards of education to our pupils.
- 1.2 Not appointing the right people to our roles can have a negative impact on the performance of the schools within the academy trust.
- 1.3 The Principal is responsible for deciding on the arrangements to recruit to any post, within the agreed staffing structure, with the exception of the Principal role and the Deputy Head Teacher role, where the Directors will be responsible.
- 1.4 In carrying out our recruitment processes we:
 - (a) are committed to the creation of a safe environment for our pupils by operating safer recruitment practices in line with the statutory requirements and guidance.
 - (b) will comply with the requirements of **Data Protection Legislation** (being (i) unless and until the GDPR is no longer directly applicable in the UK, the General Data Protection Regulation ((EU) 2016/679) and any national implementing laws, regulations and secondary legislation, as amended or updated from time to time, in the UK and then (ii) any successor legislation to the GDPR or the Data Protection Act 1998. Our Data Protection Policy sets out how we will comply with Data Protection Legislation.
 - (c) will comply with the requirements of the Equality Act (2010) and are committed to ensuring that throughout our recruitment and selection processes no applicant is disadvantaged or discriminated against because of the protected characteristics of age, disability, gender, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief and sexual orientation.

- 1.5 In the very exceptional cases where we are required to discriminate due to an occupational requirement this must be approved by the Directors who will provide reasons for this requirement.
- 1.6 Recruitment will be solely on the basis of the applicant's abilities and individual merit as measured against the criteria for the job. Qualifications, knowledge, experience and skills will be assessed at the level that is relevant to the job.
- 1.7 If an applicant makes the school aware, at any stage of the recruitment process, that they have a disability then reasonable adjustments must be considered to ensure the applicant is not disadvantaged by the process.

2. Scope and Purpose

- 2.1 The purpose of this policy is to set out our processes for recruiting, selecting and appointing any employee to work within The Three Saints Academy Trust
- 2.2 Sections 13 and 14 on Disclosure and Barring Service checks also applies to volunteers in the schools within the trust.

3. Safer Recruitment

- 3.1 All recruitment must be in line with this policy to ensure that we identify, deter and prevent people who pose a risk of harm from working with our pupils.

- 3.2 The recruitment of all applicants and volunteers to the Three Saints Academy Trust must, without exception, follow the processes of safer recruitment. All offers of employment will be subject to us being satisfied that the applicant or volunteer is a suitable person to work with children and young people.
- 3.3 Any person involved in recruiting to the Three Saints Academy Trust must read the “Keeping children safe in education” (2018) guidance (or updated statutory guidance) produced by the DfE and our trust Safeguarding Policy. These can be obtained from the school office, the school/Trust website and on the Teacher shared drive.
- 3.4 All recruitment must be planned to ensure that there is adequate time available to recruit safely.
- 3.5 Any person who becomes aware that this policy is not being followed during recruitment must inform the Principal immediately, the Principal will inform the CEO.
- 3.6 All of the checks described in Sections 11 and 12 must be carried out and have been determined as satisfactory before an applicant can start their employment at the Three Saints Academy Trust.

4. Advertising

- 4.1 Any vacant position will normally be advertised via the appropriate channels to ensure the most appropriate field of applicants is obtained.
- 4.2 All advertisements will have the following statement about safeguarding children and young people and the requirement to have a DBS check:

‘The Three Saints Academy Trust is committed to safeguarding and promoting the welfare of its pupils and expects all those working within the trust to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.’
- 4.3 Under Part 7 of the Immigration Act 2016, the Public Sector fluency duty requires state funded schools to ensure candidates for their customer facing roles have the necessary standard of spoken English. For example, a teaching assistant required to communicate with pupils to support their learning, would be viewed as operating in a public-facing role. Adverts (and Job Descriptions) should make clear the necessary standard of spoken English required for the role.

5. Job Description

- 5.1 A job description will be required for all posts which describes the duties and responsibilities of the post. It must be up to date, accurate and specific to the role. The job description must also include a person specification which outlines all of the necessary skills, experience, qualifications and knowledge requirements for the post.
- 5.2 All job descriptions and person specifications must make reference to the responsibility for safeguarding and promoting the welfare of children.

6. Application form

- 6.1 All applicants are required to fill out our standard application form. CVs will not be accepted.

7. References

- 7.1 All offers of employment will be conditional upon receipt of at least two satisfactory written references. References will:
- (a) be requested for all shortlisted applicants, including internal applicants;
 - (b) include the applicant's current or most recent employer and where an applicant for a teaching post is not currently employed as a teacher, will include the applicant's most recent employer as a teacher;
 - (c) ask the current employer for details of any capability history in the previous two years, and the reasons for this;
 - (d) be directly from the referee;
 - (e) not be accepted if they are 'to whom it may concern' letters;
 - (f) request information on the applicants suitability to work with children and young people;
 - (g) be requested before the interview; and
 - (h) be explored further with the referee and with the applicant during the interview if necessary.

- 7.2 Where it has not been possible to obtain references before the interview any concerns that are subsequently raised will need to be resolved before the appointment is confirmed.
- 7.3 In order to comply with the Equality Act 2010, information relating to sickness absence will only be requested after a conditional offer of employment has been made.

8. Short-listing

- 8.1 Applicants will be short-listed against the requirements of the person specification. The same people should carry out the short-listing and the interviews. The outcome of the short-listing process will be recorded and retained.
- 8.2 The short-listing panel are responsible for scrutinising the application forms and identifying any gaps in employment or other areas that may affect an applicant's suitability to work with children and young people. A satisfactory explanation for any concerns must be obtained from the applicant during the interview process.

9. Interviews

- 9.1 A face to face interview must take place for all applicants to all posts.
- 9.2 All those involved in interviewing must be properly prepared. At least one person on the interview panel must have passed the appropriate safer recruitment training.
- 9.3 The purpose of the interview is to assess the merits of each applicant against the job description and person specification to establish their suitability for the post and to work with children and young people.
- 9.4 Interviews should be conducted with a minimum of two interviewers on the panel (three in the case of the Principal/Deputy Headteacher) to enable one interviewer

to assess the applicant, observe and make notes whilst the applicant talks to the other interviewer.

9.5 Before the interview commences the interview panel should have:

- (a) prepared appropriate questions for the role;
- (b) prepared appropriate questions to test the applicant's suitability to work with children and young people;
- (c) identified any areas for further probing, e.g. if a criminal record has been declared or if there are gaps in employment etc;
- (d) agreed assessment criteria which reflects the person specification; and
- (e) decided a structure to the interview and established which member of the panel will ask which questions.

9.6 A set of common questions relating to the requirements of the post will be asked of each applicant. Their response will determine whether that is followed up through further questioning.

9.7 Any gaps in employment history or declaration of a criminal record or caution must be explored further during the interview process.

10. Other selection methods

10.1 In addition to a face to face interview with the interview panel a variety of other selection methods may be used, such as:

- (a) Observation of teaching practice at one of the schools in the trust or in the applicant's current school or academy;
- (b) One or more additional panel interviews (for example, a panel made up of pupils
- (c) A presentation;
- (d) In tray exercises or other written tasks

10.2 Those responsible for deciding the arrangements for recruitment to a specific post will determine the selection method(s). They will be relevant and appropriate to the role and will be based on the requirements for the particular post as set out in the job description and person specification.

10.3 Candidates will be informed in advance if any selection methods are to be used in addition to a face to face interview and what these are.

11. Level of language proficiency

11.1 Under the “fluency duty” (Part 7 of the Immigration Act 2016), public authorities are required to ensure that workers in public facing roles are fluent in English (or Welsh in Wales). Public facing roles are those members of teaching and support staff who, as a regular and intrinsic part of their role, are required to speak to members of the public (including students in schools).

11.2 The Three Saints Academy Trust will accept a range of evidence of spoken English language ability as follows:

- competently answering interview questions in English;
- possessing a relevant qualification for the role attained as part of education in the UK or fully taught in English by a recognised institution abroad,
- passing an English spoken language competency test or possessing a relevant spoken English qualification at CEFR Level B1 or above, taught in English by a recognised institution abroad.

12. Pre- employment checks

12.1 An offer of appointment to the successful applicant will be conditional upon the following:

- (a) receipt of at least two satisfactory written references (one of which must be their current or most recent employer);
- (b) verification of the applicant's identity, preferably from current photographic ID and proof of address;
- (c) verification of the applicant's medical fitness;
- (d) verification of qualifications where relevant;
- (e) verification of professional status where applicable. For teachers, this will include checking that the individual has the required teaching qualification and has successfully completed any statutory induction, if required, through the Teachers Services System;
- (f) satisfactory enhanced DBS check (see Section 13);
- (g) for management positions (Applicable to governors/trustees, Headteachers, members of the Senior Leadership Team and departmental heads only), verification that they are not subject to a section 128 direction by checking the Teacher Services System.
- (h) for teachers and other employees who hold QTS who are working in non-teaching roles, verification that they are not subject to a prohibition order by checking the Teacher Services System;
- (i) for teachers, satisfactory check of the 'Teachers sanctioned in other EEA member states' list to determine any restrictions/sanctions that have been imposed in other EEA member states, through the Teacher Services System.¹
- (j) a clear children's barred list check (except supervised volunteers);
- (k) verification of right to work in the United Kingdom;

¹ EEA regulator restrictions do not prevent an individual from taking up teaching positions in England, however, employers should consider the circumstances leading to the restriction when assessing a candidate's suitability to be employed. Please note, only EEA restrictions that are determined after 18 January 2016 will be displayed on the Teacher Services System

- (l) any further checks where the applicant has lived or worked outside of the UK including receipt of criminal record information from overseas;
 - (m) confirmation that the applicant is not disqualified from providing childcare
- 12.2 All checks must be confirmed in writing, retained on the personnel file and recorded in the single central record (SCR).
- 13. Disclosure and Barring Service (DBS) checks - new employees and volunteers**
- 13.1 The Three Saints Academy Trust will carry out a risk assessment to determine if a DBS check is required for each volunteer in accordance with Annex F of Keeping Children Safe in Education 2018. If a volunteer is assessed as requiring a DBS check, the following DBS checks will be undertaken for new appointments, before the employee or volunteer starts work

Who?	Definition	Type of check
Employees who will be engaging in regulated activity	<p>As an educational institution which is exclusively or mainly for the provision of full-time education to children, The Three Saints Academy Trust is an establishment specified in the relevant legislation. Activity carried out in this establishment will therefore be regulated activity relating to children if it meets the definition in the relevant legislation, including that it is carried out:</p> <ul style="list-style-type: none"> (a) Frequently (for example once a week or more); or (b) On more than three days in any period of 30 days. <p>Note - personal care of a child because of age, illness or disability including physical help with eating, toileting, washing, bathing or dressing is always regulated activity regardless of how frequently it is carried out.</p>	An enhanced DBS check with children's barred list check will always be obtained
Unsupervised volunteers	As above	An enhanced DBS check with children's barred list check will always be obtained
Supervised volunteers	<p>Where an individual is a volunteer (e.g. carrying out activity that is unpaid) they will not be engaging in regulated activity if:</p> <p>They are being supervised by someone that is in regulated activity; and</p> <p>The supervision is regular and day to day (e.g. it is ongoing); and</p> <p>The supervision is reasonable in all the circumstances to ensure the protection of children (this may take into account for example, the age, number and vulnerability of children the individual is working with and whether other individuals are helping to look after</p>	We are unable by law to obtain a barred list check on a supervised volunteer. We will however obtain an enhanced DBS check (with no barred list check) for supervised volunteers.

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- 13.2 In exceptional circumstances a new employee or unsupervised volunteer may be able to start before the enhanced DBS check has been received, but not before the children's barred list check has been completed. The Three Saints Academy Trust must ensure that appropriate supervision is in place until the DBS check has been received
- 13.3 DBS certificates will only be issued to the applicant. All applicants must produce the disclosure when requested to do so. The disclosure will be scrutinised to ensure it is authentic and to detect any fraud. The DBS disclosure number and date of the check must be recorded in the Single Central Record (SCR). We are not required to take a copy of your DBS certificate, however we may choose to do so for decision making purposes. Any copy and will be held for no longer than necessary, and up to a period of six months and be processed in line with Data Protection Legislation.
- 13.4 Any applicant who refuses to produce their DBS disclosure will not be able to start work at the Three Saints Academy Trust and the conditional offer will be withdrawn as satisfactory checks are not in place. Any volunteer who refuses to produce their disclosure will not be able to volunteer at any of the schools within the trust.
- 13.5 Applicants (free for volunteers) can have their DBS certificate kept up to date and take it with them from role to role where the same type and level of check is required. Applicants or volunteers should be asked if they have subscribed to this service. The cost of this service is £13 per year. The expectation is that individuals personally fund this if required. Where the applicant or volunteer has subscribed they should provide the Trust with the original disclosure document to be verified and the Trust will check the online update for any changes.
- 13.6 Information relating to an individual's criminal record will only be shared with the relevant people to enable the trust to make a decision about their suitability to work with children and young people.

14. Disclosure and Barring Service (DBS) checks - existing employees and volunteers

- 14.1 An enhanced DBS check and a children's barred list check will be carried out for all existing staff and unsupervised volunteers where their contact with children or young people has increased from that at their time of appointment.
- 14.2 An enhanced DBS and children's barred list check may be carried out on any employee or unsupervised volunteer where the trust has concerns about an individual's suitability to work with children and young people. An enhanced DBS (no barred list check) may be carried out on any supervised volunteer where the trust has concerns about their suitability to work with children and young people.
- 14.3 DBS certificates will only be issued to the applicant. The Three Saints Academy Trust expects all applicants to produce the disclosure when requested to do so. Any existing employee who does not produce their DBS disclosure will be managed through the disciplinary procedure.
- 14.4 All existing employees are required to inform the trust of any change in their criminal record. This includes convictions, cautions, arrests and police investigations. The trust requires all employees to sign a declaration on an annual basis that there has been no change in their criminal record. Action may be taken as a result of any change or any failure to inform the trust of any change.

15. Agency staff

15.1 In the case of agency staff, The Three Saints Academy Trust must ensure that the arrangement with the agency imposes an obligation on the agency to carry out all recruitment checks as set out in section 10, including DBS and children's barred list checks, that the trust would otherwise complete for its staff. The schools within the trust must obtain written confirmation from the agency that these checks have been carried out and are satisfactory. This must be recorded in the single central record (SCR).

16. Breaches of the policy

16.1 Any instances of this policy not being adhered to will be taken very seriously and appropriate disciplinary action will be taken.

16.2 Any complaint in relation to this policy, including its application will be managed through the trust's Complaints Policy or Grievance Policy (for existing employees).

17. Record keeping and data protection

17.1 All written records of interviews, application forms and reasons for appointment or non-appointment will be kept by the schools within the trust in line with our Data Protection Policies and with the Data Protection Legislation.

18. Review of policy

18.1 This policy is reviewed tri-annually by the directors in consultation with the recognised trade unions. We will monitor the application and outcomes of this policy to ensure it is working effectively.