



POLICY AND PROCEDURE RECRUITMENT AND SELECTION

Policy Version Number:	2			
This policy applies to:	All prospective staff employed by the PLT			
Related Documents/ Policies:				
Author:	Trust Head of HR			
Area:	HR			
Changes made/Reason for Review:	Changes made/Reason for Review: Trust Policy Updated in line with KCSIE 2021 and DBS Filtering Rules Updated in line with KCSIE 2022 online searches			
Approval required by (please tick):	A&R	F&R	Trust	Rem
Approved by/Date:	SLT (All Academies)		23/09/2021	
	LJC /JCNC			
	Trust Board		28/09/2021	
Date of Next Review:	September 2023			
Equality Impact Assessment	This Policy has been reviewed against equal opportunities legislation with regard to age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity and has no identified adverse impact (direct or indirect) on minority groups			

1. INTRODUCTION

The Pinnacle Learning Trust believes that having a robust recruitment and selection process is crucial to the successful operation of our organisation and enables us to attract and retain excellent people and fulfil our safeguarding obligations. Through the application of this policy, we can be sure that our recruitment and selection process is effective, consistent and transparent and complies with current legislation and best practice.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment

The purpose of the Recruitment and Selection procedure is to effectively carry out the recruitment of employees in a fair and consistent manner, in accordance with the Trust and Academies' Equality and Diversity Policies and Procedures and legislative requirements.

The procedures will ensure that selection for employment is based solely on the basis of the applicant's ability and individual merit assessed against the criteria for the job.

The Policy will apply to everyone involved in the recruitment and selection process.

2. POLICY STATEMENT

2.1 This Recruitment and Selection Policy is underpinned by:

Legislation specifying employment rights:

- Employment Rights Act 1996
- Employment Act 2002
- Fixed Term Employee Regulations 2002
- Part-time Workers Regulations 2000 (Amendment) 2002
- Education Act 2002
- Equality Act 2010

Legislation and guidance for the protection of children:

- Children Act 1989
- Education Act 2002
- Children Act 2004
- Rehabilitation of Offenders Act 1974
- Safeguarding Children and Safer Recruitment in Education

Legislation, policy and guidance giving rights of access to information at all stages of the recruitment process:

- Data Protection Act 1998 GDPR 2018
- Freedom of Information Act 2004

2.2 Assessing the Need to Recruit

Any recruitment within the Trust should be budgeted. There may be occasions when due to unforeseen circumstances, ad-hoc recruitment is required. In all circumstances, before a vacancy is approved and advertised, the financial resources

should be verified through completion of a 'Post Authorisation Form', which is an on-line process authorised by designated members of SLT and HR.

The senior leader with responsibility for the area concerned will consider the following prior to proposing a new appointment or changes to existing working arrangements:

1. Whether the position is necessary (either new or replacement)
2. Whether the tasks could be performed by restructuring or procedural change
3. Whether the position can be filled by internal promotion or transfer
4. Whether the vacancy requires redefining, considering changing work patterns, organisation, technology and the need for additional skills, etc.
5. Whether the appointment or change to contract is affordable within the existing staffing budget.

2.3 Preparing the Job Description

A Job Description and Person Specification are required for all posts, based upon agreed general templates for different types of roles within the Trust, adapted to reflect the specific requirements of the vacant post.

Job Descriptions are not intended to be exhaustive and requirements will change over time. On all occasions when a vacancy has been approved, the Job Description will be reviewed and updated as necessary to reflect the current requirements of the role.

The Job Description also contains the 'Person Specification' element for the role, detailing objective criteria in accordance with the Trust Equality and Diversity commitment, against which candidates will be assessed at all stages of the selection process. The criteria in terms of experience, skills, knowledge and personal attributes will be related to the duties and responsibilities outlined in the job description and will usually include:

- Experience
- Qualifications and training
- Knowledge and skills base
- Personal characteristics, which will be job and college related requirements
- Safeguarding requirement, due to working in regulated activity

In preparing the Person Specification, careful consideration will be given to the weighting of criteria to ensure the Trust's requirements are met in terms of candidates' skills and abilities and that barriers to application and employment are not imposed through inaccurate weighting of criteria. It is therefore imperative that criteria for each position are weighted in accordance with the following guidelines:

Essential The successful candidate should meet the Essential criteria in full on the first day of commencing in post, in order to be able to effectively fulfil the role to which they have been appointed.

Desirable The post holder should aim to meet the Desirable criteria to fulfil the role on a longer-term (permanent) basis. The successful candidate would be expected to develop their skills and knowledge within an agreed timescale (usually within six to twelve months of their start date) to meet the Desirable criteria in full, if they are unable to demonstrate they meet these criteria at shortlisting and extras which will help differentiate candidates at interview stage.

2.4 Advertising

The process for advertising within the Trust is as follows:

- Internal adverts will be shared across all academies in the Trust
- Supplementary roles will only be advertised in the relevant academy

All newly created posts and direct replacements will be advertised both internally and externally with the following exceptions:

- Where a temporary secondment or acting up arrangement is required, internal only advertising will be used
- In organisational restructuring and/or redundancy situations where roles may be redundant, priority will be given to those employees at risk of losing their employment. In these circumstances, posts will be ring-fenced to those at risk and only be advertised more widely if they cannot be filled from the pool of staff, who have been identified as being 'at risk' of redundancy
- Where cover is required at short notice or where internal and external advertising have been unsuccessful in filling a vacancy, recruitment through employment agencies may be necessary

All SLT roles will be approved by the Executive Principal before proceeding with the advertising process.

SLT have the discretion to decide whether a temporary post or a post which is judged to be supplementary to existing duties and responsibilities should be advertised internally only.

The aim is to select the best medium for recruitment to reach each 'target group' at minimum cost. Advertisements will be prepared with due regard to presenting the job requirements and will include an equality statement encouraging applications from all sections of the community.

Where to advertise

Consideration should be given to the most appropriate place to advertise the vacant post which may include professional journals, online recruitment agencies such as Greater Jobs, community centres etc. All posts will be advertised on The Pinnacle Learning Trust website with a link to the relevant academy.

Advertisements will be non-discriminatory, clear and will generally summarise:

- The requirements of each vacancy
- The main essential criteria for job applicants
- The hours of work, salary and job tenure (e.g. contract length)
- The application procedure

All external advertisements will include reference to safeguarding and a statement of commitment to safeguarding, promoting the welfare of children and the need for the successful applicant to have a DBS.

We are committed to attracting applicants from all sections of the community.

2.5 Information for the Candidates

Candidates will be able to download online from the website the following information:

- Trust Application Letter
- Trust Application Form (includes a statement that it is an offence to apply for the role of regulated activity if the applicant is barred from engaging in regulated activity relevant to children).
- Trust Monitoring Sheet (Equal Opportunities)
- Academy Job Description and Person Specification
- Working for the Pinnacle Learning Trust document
- Trust Summary of main terms and conditions of employment
- DBS Code of Conduct (available on request)

- Trust Privacy Statement
Recruitment and Selection Policy
- DBS and the Recruitment of Ex-Offenders Policy
- Academy Safeguarding Policy

The Trust does not accept copies of curriculum vitae in place of an application form.

Teaching posts will require candidates to provide at the application stage evidence of results and relevant lesson observations, where possible.

2.6 Short listing

All applicants are required to complete an application form and provide a written statement of application, plus providing evidence of results and relevant lesson observation for teaching staff.

All application forms should be scrutinised to ensure that they are fully completed, and that the information provided is consistent and does not contain any discrepancies. Any anomalies or gaps in employment should be noted and taken up as part of the consideration of whether to shortlist the candidate.

HR/Office Manager will prepare a shortlisting pack which will typically contain:

- The application form for each candidate
- A copy of the Academy Job Description and Person Specification
- A shortlisting grid

Shortlisting will be undertaken by all the selection panel members, which will comprise a minimum of two people, one of whom will usually be the line manager responsible for the successful candidate upon appointment and a member of SLT. The panel will agree a final shortlist of applicants to invite to the selection process.

Late applications should not generally be considered and not once shortlisting has commenced, unless there are exceptional circumstances.

All candidates who have disclosed a disability and who meet the Essential criteria in full will be short-listed, in accordance with the 'guaranteed interview scheme' under the 'disability confident scheme'.

The shortlisting process should be completed within a week of the closing date for receipt of applications where possible.

Shortlisting must be made by reference to the essential, and if necessary, the desirable criteria detailed in the person specification. Internal candidates will only be shortlisted if they meet the criteria as outlined in the person specification.

It is unlawful to eliminate applicants from the shortlist on the grounds of:

- disability;
- gender reassignment;
- pregnancy and maternity;
- sex;
- sexual orientation;
- race;
- marriage and civil partnership;
- religion or belief;

- age; or
- 'spent convictions' unrelated to the job.

The 2010 Equality Act also limits the circumstances when an employer can ask general health-related questions **before** a job offer has been made. Prior to making an offer of employment to an applicant, health-related questions must only be asked to help the employer to:

- decide whether there is a duty to make any reasonable adjustments for the person to undertake any part of the assessment/selection process;
- decide whether an applicant can carry out a function that is essential (“intrinsic”) to the job once reasonable adjustments are in place;
- monitor diversity among people making applications for jobs;
- take positive action to assist people with disabilities;
- be assured that a candidate has the disability where the job genuinely requires the jobholder to have a disability.

A fitness to work health questionnaire will only be completed following an offer of employment and will be subject to the conditional terms and conditions of employment.

Following the short listing, the following information is sent to interviewees:

- Invitation to interview (e-mail for internal and external candidates) (with information on any task to be completed during the interview)
- Programme (where appropriate)
- Employment Declaration and Disclosure Form
- Further information, e.g., strategic plan summary, may be included if appropriate to the level of the post
- Some interviews may involve the candidate to present to the interview panel a short presentation, or mock lessons to students. For Support staff, some interviews may involve the use of administration tests where deemed necessary for the post in question.
- If evidence of results and lesson observations are not available at the time of application, shortlisted applicants will be asked to provide this information at the interview stage (where appropriate).
- Candidates will be required to bring proof of identity and original qualifications on the day of their interview. The documents will be checked by the HR/Office Manager and a copy kept.

Shortlisted candidates are asked to complete an Employment Declaration and Disclosure Form of their criminal record or information that would make them unsuitable to work with children. Further information can be found on GOV.UK

In line with the KCSIE guidance, as part of the shortlisting process The Trust will carry out an online search as part of our due diligence on all shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the Trust might want to explore with the applicant at interview.

2.7 References

The purpose of seeking references is to obtain objective and factual information to support the selection panel’s decisions. They should always be sought and obtained directly from the referee, not via the candidate themselves. References from the candidate’s current employer will be checked to ensure they have been completed by a senior person with appropriate authority. Information supplied on a reference will be cross referenced to the application form and any discrepancies will be discussed with the candidate. Reference requests will ask specific questions about the suitability of the applicant to work with children and young people.

Contact will be made to referees to clarify the content of a reference where information is vague or insufficient information is provided.

For posts involving contact with children, young people or vulnerable adults, references covering the previous five years' employment history should be taken up on all short-listed candidates, including internal ones. These references should be obtained before interviews take place so that any issues of concern they raise can be explored further with the referee, if appropriate, and taken up with the candidate at interview. In exceptional circumstances it might not be possible to obtain references prior to interview, either because of delay on the part of the referee, or because a candidate objects to their current employer being approached at that stage, but that should be the aim in all cases. Where references are received after an offer of appointment has been made, the SLT member on the interview panel will be asked to review the reference before the appointment is confirmed.

At least one reference, usually current employer, should be received prior to employment starting.

Electronic references will be verified as being from a legitimate source.

References should not request details about the candidate's sickness record or disability, in order to ensure that they comply with The Equality Act 2010.

Further information regarding the candidate's sickness record should be obtained after the interview, for the successful candidate only.

2.8 Interview Process

Interview questions should be submitted to the HR/Office Manager not less than **two working days** before the interviews are scheduled. The panel will ask standard questions of all candidates to ensure fairness and consistency of measurement against defined criteria. Questions should aim to further explore and identify how candidates match the Person Specification element of the Job Description, including assessing suitability to work with young people and children and knowledge of protocol in relation to Safeguarding. Any information about past disciplinary action or allegations should be considered in the circumstances of the individual case.

Each member of the interview panel will be provided with an interview pack containing:

- Copy of application form and shortlisting scores for each candidate
- Job Description and Persons Specification
- Interview questions
- Details of any presentation/assessment/test, etc. required of candidates

Interviews will be structured in a manner appropriate to the vacancy to be filled.

Where a job involves practical skills, the shortlisting panel should decide whether a selection assessment/test should be included as part of the interview process. Psychometric or other testing may be applied where deemed appropriate. Care should be taken to select techniques that are relevant to the job and the business objectives of the Trust. All test used should be validated and constantly reviewed to ensure their fairness and reliability.

Selection decisions should be based on a range of tools such as application forms, interviews, classroom teaching, assessment testing, work sampling exercises and group discussions.

It is important that candidates have a positive experience of attending an interview with the Trust. In order to ensure good practice in the conduct of interviews, the chair of the interview panel will:

- Introduce the candidate to the panel members and thank the candidate for their application
- Explain the procedure and running order for the interview
- Explain that the candidate will have the opportunity to ask questions and make a final statement in support of their application at the end of the interview
- Ensure that each candidate is asked the same questions
- Allow the candidate time to set up any presentation (if applicable) before commencement
- Explain how and when the outcome of the interviews will be communicated to the candidates
- Clarify terms and conditions of the appointment, including salary range

Before the interview, panel members should meet to discuss approaches and guidelines and specific questions, particularly if there are inexperienced interviewers on the panel.

Candidates can request access to their own interview notes under the Data Protection Act.

Interview Panel

There will always be at least two members of staff on the interview panel, one of which will be a member of the Senior Leadership Team/Trust Head of HR, who is an experienced interviewer and has completed the Safer Recruitment Training. Safer Recruitment Training should be updated every 3 years. One interviewer will always have a role specifically relevant to the post. At least one member of the panel will have been involved in the shortlisting process.

For SLT level posts (which generally are roles that form part of the academy Senior Leadership Team), a Governor or Trustee where appropriate will be invited to attend the interview panel.

The Trust Board of Governors will appoint all Senior Post holders with assistance where appropriate from other relevant members of staff or external consultants. Senior Post holders are considered to be CEO, Principal and Senior Trust roles.

2.9 Decision making, feedback and offers of employment

Each member of the interview panel should score each candidate at the end of each interview privately before the overall scores are agreed collectively and the best candidate chosen. If additional selection methods are used these should be fed into the decision-making process at the end and the candidate who best meets the section criteria chosen.

The selection panel should agree feedback for each candidate and record whether or not each candidate is suitable for appointment, even if not the first-choice candidate.

Offers of employment should not be at interview.

All candidates should be notified of the outcome of the interview as soon as possible, however the selection panel should wait until the successful candidate has accepted the offer before informing unsuccessful candidates, unless they are clearly unsuitable for the post.

All candidates must be offered feedback on their performance during the selection process and an explanation of the decision, if requested.

2.9.1 Offer of Employment

All offers of employment are conditional subject to receipt of satisfactory references, medical clearance, an enhanced Disclosure and Barring Service check and all mandatory pre-employment checks. Verification will be required to confirm the candidate's identity, such as checking the name on their birth certificate.

HR/Office Manager or a member of SLT from the interview panel will contact successful candidates to discuss and finalise terms and conditions of employment.

All administrative requirements relating to the confirmation of starting date, issuing of offer letter and contract of employment and the commencement of any induction programme shall be the responsibility of the HR/Business Manager, following notification of the interview panel's decision.

The newly appointed employee will be obliged to return all required documents to the HR/Business Manager. If the employee fails to provide all required information within a maximum period of three months from the start of their employment, their employment may be temporarily suspended or terminated.

HR/Office Manager will ensure that Payroll is provided with full details of all staff joining the academy.

2.9.2 Disclosure and Barring Service

All offers of employment are subject to a DBS Enhanced Disclosure obtained through the Disclosure and Barring Enhanced Disclosure Service.

Appropriate checks should be undertaken prior to an individual commencing employment to ensure their suitability to work with children and/or vulnerable adults. An initial check will be undertaken using the Teachers' Pensions online function to assess matches against the DBS Children's Barred List Information and the DBS Vulnerable Adults' Barred List Information.

Where an employee does not have a DBS Disclosure at the time of them starting their employment, a risk assessment (where deemed appropriate in accordance with the role and academy) will be undertaken in conjunction with the employee and their line manager to safeguard against any risk in the period until the DBS Disclosure is received. The risk assessment will be completed on the first day in post at the latest and will be kept under review for an initial period of one month, during which time it is anticipated that a DBS Disclosure will have been applied for and obtained. In the event that a DBS Disclosure is not received within the first month of an individual's employment, this will then be kept under review for a maximum period of a further two months. At the end of this period if the DBS Disclosure is still pending the individual's employment may be temporarily suspended or terminated, depending on an assessment of potential safeguarding risks.

Where an application for employment contains information regarding, for example, convictions/cautions/ reprimands, HR/Office Manager will conduct an initial risk assessment to establish further details of the offence(s) including evidence of rehabilitation. The decision regarding the employee's suitability for employment or otherwise will be the Principal's. On receipt of the employee's DBS Disclosure, the initial risk assessment will be reviewed to verify that all information on the disclosure certificate tallies with the information provided with the application for employment. Any discrepancies will be investigated and may be subject to further action, which could include formal action in line with the Disciplinary Procedure.

The cost of a DBS Enhanced Disclosure will be paid for by the Trust and DBS checks will be carried out every 3 years across the Trust.

Employees must present their DBS Disclosure Certificate to a member of the HR/Office Manager in a timely manner on receipt, in order to fulfil this condition of the offer of work/employment.

DBS checks are carried out every three years for appointed employees.

The DBS Code of Practice is available to all DBS applicants. A copy of this can be requested from HR.

Section 128

A 'section 128' check is to see whether a person is banned from being involved in the management and governance of schools. If someone has been issued with a 'section 128 direction', they can't serve on the board, in academies or be on the senior management team.

Academies must carry out section 128 checks for:

- Trust members and trustees
- Governors who sit on committees or local governing bodies with delegated responsibilities
- Staff engaged in management positions (see below)

The following are 'management positions':

- Headteacher/Principal
- Teaching positions on the senior leadership team
- Teaching positions that carry a department headship

Other positions may also require a check, depending on the specific responsibilities the person holds.

HR must be informed by the appropriate academy designated person, ie Office Manager in order to carry out the check. The Clerk to the Governors, who is responsible for the management of all Governor DBS checks and compliance, will inform HR. HR will record the information on the Central Record.

Prohibition Checks

Prohibition Order checks are carried out as part of the pre-employment checking process. A record must be kept on the single central record. A Prohibition Order check ensures the teacher is not prohibited from teaching.

Childcare Disqualification

The childcare disqualification arrangements apply to staff working with young children in childcare settings, including primary schools, nurseries and other registered settings, such as childcare provision on college sites. The arrangements predominantly apply to individuals working with children aged 5 and under, including reception classes, but also apply to those working in wraparound care for children up to the age of 8, such as breakfast clubs and after school care. For staff who work in childcare provision, or who are directly concerned with the management of such provision, appropriate checks are carried out to ensure that individuals are not disqualified under the Childcare Disqualification Regulations 2018.

Identification

The successful applicant is required to provide relevant documents as listed by the Disclosure and Barring Service to provide verification of their name, date of birth, address and photo identification.

2.9.3 Right to work in the UK

The Trust must prevent illegal working in the UK by carrying out document checks on people before employing them to make sure they are allowed to work. Checking a person's documents to determine if they have the right to carry out the type of work the Trust is offering comprises three key steps:

1. **Obtain** the person's original documents;
2. **Check** them in the presence of the holder; and
3. Make and retain a clear **copy**, and make a record of the date of the check

Applicant's 'right to work' documents

The Trust must check that a job applicant is allowed to work in the UK before the Trust can employ them.

1. HR/Office Manager must see the applicant's original documents.
2. HR/Office Manager must check that the documents are valid with the applicant present.
3. HR/Office Manager will make and keep copies of the documents and record the date the check was made.

Checking the documents

The HR/Office Manager will check that:

- the documents are genuine, original and unchanged and belong to the person
- the dates for the applicant's right to work in the UK haven't expired
- photos are the same across all documents and look like the applicant
- dates of birth are the same across all documents
- the applicant has permission to do the type of work the Trust is offering (including any limit on the number of hours they can work)
- if 2 documents give different names, the applicant has supporting documents showing why they're different, e.g. a marriage certificate or divorce decree

HR/Office Manager will complete the 'Right to Work Checklist' and keep a copy, securely on the individual's HR file for the duration of the individual's employment and for a further 2 years after their employment has ceased.

Taking a copy of the documents

The HR/Office Manager will:

- make a copy that can't be changed
- for passports, copy any page with the expiry date and applicant's details (e.g. nationality, date of birth and photograph) including endorsements, e.g. a work visa
- for biometric residence permits and residence cards (biometric format), copy both sides
- for all other documents the Trust must make a complete copy
- keep copies during the applicant's employment and for 2 years after they stop working for the Trust.
- record the date the check was made

Further checks

The Trust may need to make further checks on the worker if they have a limited right to work in the UK. An online check will be carried out to advise if the worker has the right to work in the UK.

If the job applicant can't show their documents

The Trust will ask the Home Office to check the employee or potential employee's immigration employment status if one of the following applies:

- The Trust are reasonably satisfied that they can't show you their documents because of an outstanding appeal, administrative review or application with the Home Office
- they have an Application Registration Card
- they have a Certificate of Application that is less than 6 months old

Application registration cards and certificates of application must state that the work the employer is offering is permitted. Many of these documents don't allow the person to work.

The Home Office will send the Trust a 'Positive Verification Notice' to confirm that the applicant has the right to work. The Trust must keep this document, which will be kept securely on the individual's HR file for the duration of the individual's employment and for a further 2 years after their employment has ceased.

Carrying out repeat checks

If an employee presents a document from List B, the Trust will carry out follow-up checks by repeating the above steps 1 to 3 and will record the date on which the check was made.

The documents the Trust will have checked and copied are from:

- 1. List A** the Trust has a **continuous statutory excuse** for the **full duration** of the person's employment with the Trust. The Trust is **not** required to carry out any repeat right to work checks on this person.
- 2. List B: Group 1** the Trust has a **time-limited statutory excuse** which expires when the person's permission to be in the UK expires. The Trust should carry out a **follow-up check when the document evidencing their permission to work expires**.
- 3. List B: Group 2** the Trust has a **time-limited statutory excuse** which expires 6 months from the date specified in our Positive Verification Notice. **This means that the Trust should carry out a follow-up check when this notice expires**.

For List A and B see appendix 1.

Further information

Contact the Home Office. Telephone:
0300 123 4699

Not all countries provide criminal record information, and where they do, the nature and detail of the information provided varies from country to country. Academies should also be mindful that the criteria for disclosing offences in other countries often have a different threshold than those in the UK. The Home Office provides guidance on criminal records checks for overseas applicants which can be found on GOV.UK.

Some overseas qualified teachers can apply to the Teaching Regulation Agency for the award of qualified teacher status (QTS) in England. More information about this is available at www.gov.uk/guidance/qualified-teacher-status-qts. Please note that holding a teaching qualification (wherever it was obtained) does not provide suitable assurances for safeguarding purposes that an individual has not been found guilty of any wrongdoing or misconduct, and or is suitable to work with children.

2.10 Appointment of Volunteers

Individuals fulfilling a voluntary work placement will be subject to appropriate vetting checks, which may include a Barred List check and/or DBS Disclosure, depending on the duration of the placement. In all cases a risk assessment must be completed prior to commencement of the work placement to ensure adequate supervision arrangements are in place for the duration of the individual's time with the Trust.

2.11 Agency and third-party staff (supply staff)

Written notification will be obtained from any agency, or third-party organisation, that they have carried out the checks on an individual who will be working at the academy that the academy would otherwise perform. In respect of the enhanced DBS check, academies will ensure that written notification confirms the certificate has been obtained by either the employment business or another such business

Where the agency or organisation has obtained an enhanced DBS certificate before the person is due to begin work at the academy, which has disclosed any matter or information, or any information was provided to the employment business, the academy will obtain a copy of the certificate from the agency.

A children's barred list check, must be obtained by the agency or third party by obtaining an enhanced DBS certificate with barred list information, prior to appointing the individual.

The academy will check that the person presenting themselves for work is the same person on whom the checks have been made and will check their identity.

2.12 Trainee/student teachers

Where applicants for initial teacher training are salaried by the Trust, necessary checks will be carried out. Where trainee teachers are fee-funded, the academy will obtain written confirmation from the training provider that necessary checks have been carried out and that the trainee has been judged by the provider to be suitable to work with children and young people.

2.13 Records

Copies of documents relating to identity and safeguarding checks will be retained in HR in accordance with the guidelines. In the event of a candidate holding a conviction then procedures in accordance with the Trust DBS policy and Recruitment of Ex-Offender's policy will be followed.

Records of interview

The Trust has a responsibility to maintain a record of the complete recruitment process for a minimum of 6 months. The following should be recorded:

- assessment and selection criteria used (person specification and application form)
- interview and selection method note
- reasons for decisions made
- any additional information such as scopes of qualifications etc

All recruitment paperwork relating to the successful candidate must be retained and placed on their HR file and kept for the duration of their employment.

Individuals are able to access all paperwork relating to their recruitment process in accordance with GDPR.

2.14 Induction

On the first day of employment an induction will be arranged for all new employees regarding the arrangements during the first few days of employment and the necessary training that's required. HR/Business Managers will ensure this information is sent to new employees. As part of the induction employees will be made aware of systems within the academies which support safeguarding. Key policies will be identified and new employees will be given access to policies such as whistle blowing, code of conduct, safeguarding and child protection and keeping children safe in education.

All new employees will have training on the government's anti-radicalisation strategy, Prevent, to enable them to identify young people at risk of being drawn into terrorism and to challenge extremist ideas.

All new employees will be expected to complete relevant online safeguarding, health and safety training within the first four weeks of employment and to adhere to Trust and Academy policies and procedures.

2.15 Probationary Period

Probationary periods for employees are outlined in the contract of employment.

3 RESPONSIBILITIES AND COMPLIANCE

The Executive Principal has overall responsibility for maintaining fair, consistent and objective procedures for matters relating to attendance.

The Academy Principals have overall organisation, control and management within their Academy. They are responsible for ensuring that staff well-being is supported and the recruitment and selection of employees are dealt with in a consistent and fair manner.

The Trust Head of HR will review the policy every 3 years, unless legislation or Trust/Academy practice requires changes to be made sooner. They are responsible for ensuring that all staff are aware of their responsibilities under this policy and advising Academy Managers as necessary. They will carry out the reviews as per the procedures laid out in this policy.

Business Managers, Line Managers and SLT and HR are responsible for the implementation of this policy.

General data protection regulations (GDPR)

Information provided to the Trust in relation to this policy is processed for the purpose of performance of the employment contract, to enable us to comply with our obligations and exercise our rights as an employer and to enable our employees to exercise their rights as employees. The information will be accessed by HR/Office Manager for the purposes of managing and monitoring employees.

4 COMPLAINTS AND APPEALS

Complaints in relation to the policy should follow the Trust Complaints Policy.

Appendix 1

Eligibility to work in the UK

You must provide evidence of your right to work in the UK if invited for an interview or assessment. Any one of the documents included in List A or List B will provide defence if checked and copied:

List A – Acceptable Documents which show an ongoing right to work

1. A passport showing that the holder, or a person named in the passport as the child of the holder, is a British citizen or a citizen of the United Kingdom and Colonies having the right of abode in the United Kingdom.
2. A passport or national identity card showing that the holder, or a person named in the passport as the child of the holder, is a national of the European Economic Area country or Switzerland.
3. A registration certificate or document certifying permanent residence issued by the Home Office to a national of a European Economic Area country or Switzerland.
4. A permanent residence card issued by the Home Office to the family member of a national of a European Economic Area country or Switzerland.
5. A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder which indicates that the person named is allowed to stay indefinitely in the United Kingdom, or has no time limit on their stay in the United Kingdom.
6. A current passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the United Kingdom, has the right of abode in the United Kingdom, or has no time limit on their stay in the United Kingdom.
7. A current Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the person named in it is allowed to stay indefinitely in the United Kingdom or has no time limit on their stay in the United Kingdom, together with an official document giving the person's National Insurance Number and their name issued by a Government agency or a previous employer.
8. A full birth or adoption certificate issued in the United Kingdom which includes the name(s) of at least one of the holder's parents or adoptive parents, together with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.
9. A birth or adoption certificate issued in the Channel Islands, the Isle of Man or Ireland, together with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.
10. A certificate of registration or naturalisation as a British citizen, together with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.

List B – Documents which show a right to work for a limited period of time Group 1 – Documents where a time-limited statutory excuse lasts until the expiry date of leave

1. A current passport endorsed to show that the holder is allowed to stay in the United Kingdom and is currently allowed to do the type of work in question.
2. A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder which indicates that the named person can currently stay in the United Kingdom and is allowed to do the work in question.
3. A current Residence Card (including an Accession Residence Card or a Derivative Residence Card) issued by the Home Office to a non-European Economic Area national who is a family member of a national of a European Economic Area country or Switzerland or who has a derivative right of residence.

4. A current Immigration Status Document containing a photograph issued by the Home Office to the holder with a valid endorsement indicating that the named person may stay in the UK, and is allowed to do the type of work in question, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer

Group 2 – Documents where a time-limited statutory excuse lasts for 6 months

1. A certificate of Application issued by the Home Office under regulation 17(3) or 18A (2) of the Immigration (European Economic Area) Regulations 2006 to a family member of a national of a European Economic Area country or Switzerland stating that the holder is permitted to take employment which is less than 6 months old together with a Positive Verification Notice from the Home office Employer Checking Service*.
2. An Application Registration Card issued by the Home Office stating that the holder is permitted to take employment, together with a Positive Verification Notice from the Home Office Employer Checking Service.
3. A Positive Verification Notice issued by the Home Office Employer Checking Service to the employer or prospective employer which indicates that the named person may stay in the UK and is permitted to do the work in question.

* A 'Positive Verification Notice' is official correspondence from the Home Office Employer Checking Service which confirms that a named person has permission to undertake the work in question.