


RECRUITMENT & INDUCTION POLICY

DATE CREATED:	April 2014
DATE REVIEWED:	September 2018
SIGNATURE:	
DATE OF NEXT REVIEW:	September 2019

This policy was written for Greatwood by Laura Wickham and updated by Helen Yeadon. It will be reviewed annually and updated in line with any new recommendations or legislation as it is made available.

This policy applies to anyone responsible for recruiting, selecting and inducting staff and volunteers in Greatwood Charity and all who participate in shortlisting and interview panels.

Greatwood is committed to promoting the welfare of children and young people and keeping them safe.

We are also committed to equality, valuing diversity and working inclusively across all of our activities.

We aim to have a workforce that represents a variety of backgrounds and cultures and can provide the relevant knowledge, abilities and skills for our organisation.

The purpose of the policy:

- to recruit and select the best people available to join our workforce
- to take all reasonable steps to prevent unsuitable people from joining our organisation
- to recruit, select and manage our staff in a way that complies with legislation designed to combat inequality and discrimination
- to do all we can to achieve and maintain a diverse workforce
- to ensure that our recruitment and selection processes are consistent and transparent
- to ensure candidates are judged to be competent before we make them an offer of a job
- to ensure that new members of staff are given a proper induction.

We recognise that:

- our workforce is our most important resource
- unsuitable individuals sometimes seek out opportunities via employment or volunteering to have contact with children in order to harm them
- some groups face unfair discrimination in the workplace
- children, young people and families benefit from our efforts to recruit and select a skilled and committed workforce from a diverse range of backgrounds
- new staff and volunteers cannot perform their role effectively unless they are inducted properly and receive ongoing support and supervision.

We recruit and induct our workforce by:

- advertising all posts through appropriate media and in a way that ensures that we attract high quality applicants from diverse backgrounds
- providing an application pack with relevant information for anybody who expresses an interest in an advertised job
- ensuring that all applications for both paid and volunteer positions are made using our standard application form
- involving more than one person to shortlist applicants for interview
- having at least two people conducting a face-to-face interview with anyone we may want to appoint
- incorporating the views and perspectives of children, young people, and families into the recruitment and selection process whenever appropriate

- obtaining two references, two pieces of identification and original copies of any necessary qualifications from candidates
- requiring that all staff and volunteers have an up-to-date relevant DBS check where their post is eligible for this (including a check against the barred list if the post involves regulated activity), and that staff and volunteers in such posts subscribe to the DBS online update service
- providing an appropriate induction for all new staff and volunteers
- ensuring that all staff are made aware, during their induction period, of how to keep children and young people safe in our organisation
- appointing all staff and volunteers on a trial period initially, with a review before they are confirmed in post using the list of processes below to follow a consistent procedure for recruitment, selection and induction.

Recruitment, selection and induction process

1. Greatwood will plan the recruitment and selection process.
2. Greatwood will advertise the vacancy.
3. Greatwood will review all applications against the criteria in the job/role description.
4. Greatwood will create a shortlist of suitable applicants.
5. Greatwood will agree the interview questions and selection tools e.g. short presentation, teaching observation.
6. Greatwood will invite the chosen candidates to be interviewed.
7. Greatwood will conduct interviews and verify every candidate's identity and qualifications.
8. Greatwood will make decision on suitable appointment of candidate(s).
9. Greatwood will make a conditional offer of employment or a volunteer position, subject to satisfactory references and checks.
10. Greatwood will consider any confidential information that the candidate has submitted along with his/her application, and discuss this with the candidate.
11. Greatwood will complete the take up of references and checks.
12. Are all issues arising from the references, checks and self-disclosed information resolved? **Yes** - confirm the offer on a trial period. **No** - withdraw the job offer.
13. Greatwood will agree a start date.
14. Greatwood will plan the induction.
15. New staff member starts. Follow through the induction programme.
16. Greatwood will conduct scheduled reviews within the trial period to check progress.
17. After the trial period, are you satisfied with their progress? **Yes** - confirm new staff member in post. **Not completely** – consider extending the trial period and agree a further support package if appropriate. **No, progress has been highly unsatisfactory** - end the contract at this point.
18. At the end of the trial period extension, are you still unsatisfied with the new recruit's progress? **Yes** - end contract at this point. **No** - confirm new staff member in post.