

Safer Recruitment and Selection Policy

Signed (chair):	Name: R.Brown	Date:
Signed (Head):	Name: T Serle	Date: 2.7.18
Ratified by: Governing Body on 9.7.18		Next Review: July 2020

Equality Impact Assessment (EIA) Part 1: EIA Screening

Policies, Procedures or Practices	Safer Recruitment and Selection Policy	Date	2.7.18
EIA CARRIED OUT BY:	T. Serle	EIA APPROVED BY:	T. Serle

Groups that may be affected:

Are there any concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)	Existing or potential adverse impact	Existing or potential for positive impact
Age (young people, the elderly: issues surrounding protection and welfare, recruitment, training, pay, promotion)		X
Disability (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication).		X
Gender Reassignment (transsexual)		X
Marriage and civil partnership		X
Pregnancy and maternity		X
Racial Groups (consider: language, culture, ethnicity including gypsy/traveller groups and asylum seekers)		X
Religion or belief (practices of worship, religious or cultural observance, including non-belief)		X
Gender (male, female)		X
Sexual orientation (gay, lesbian, bisexual; actual or perceived)		X

Any adverse impacts are explored in a Full Impact Assessment.

Rationale

Effective recruitment is fundamental to a school's success. Finding people with the necessary skills, experience, qualifications and attributes will enable the school to deliver quality results.

Purpose

This policy is designed to help appoint the best person for the job. It will also help to ensure that schools recruit a diverse workforce and will help to ensure that the process is cost effective.

We are committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to share this commitment.

Guidelines

The school governors and leadership team follow the guidance as laid out in the South Gloucestershire Safer Recruitment in schools and Academies document. This provides comprehensive support for the safe recruitment and selection of personnel.

For full details please see the separate South Glos Safer Recruitment document