

## Recruitment Policy & Procedure

### Policy Statement

(Setting name) recognises the need to meet the requirements of the EYFS for child care in relation to safe recruitment. In order to achieve this we will ensure all vacant job descriptions are reviewed and amended to accurately reflect the job role and to meet current legislation. All advertising and recruitment processes will be in accordance with our Equal Opportunities policy.

Advertisements will state that the position is subject to CRB enhanced disclosure and registration with the Independent Safeguarding Authority and that the position is exempt from the Rehabilitation of Offender's Act 1974. This includes any convictions considered as "spent" under the Act.

In accordance with Equal Opportunities, a Curriculum Vitae and covering letter will not be accepted as part of the application process. An appropriate application form will be used by all applicants.

In line with the EYFS statutory requirements, applications will only be sought from persons over the age of 17 years.

References will be sought and checked that they demonstrate the applicant's suitability for the position before they are invited to interview.

The interview process will ensure fair selection of the most appropriate candidate.

Each new member of Staff will have a job description, a staff induction pack, staff handbook, staff record sheet, (statement of particulars) and contract of employment.

### Procedure

- A job application form will be sent to interested parties, on which full employment history, qualifications, references and previous experience will be detailed. A job description and person specification will be also be sent, which will outline the responsibilities of the role.
- Potential candidates will have the opportunity to visit the setting during the recruitment process.
- Face to face interviews of potential candidates will take place where they will be required to bring proof of their identity and qualifications. The interview will explore a candidate's suitability for the post.
- Suitable references (a minimum of 2, one of which is from applicant's current or last employer) and Health declaration checks (if required) will also be sought prior to commencement of employment.
- All manual handling requirements are clearly identified during recruitment so that appropriate medical advice can be taken as part of pre-employment health screening.
- The successful candidate will be required to complete a CRB form prior to starting at the setting. If the disclosure is not returned in time for the candidate to commence work, then they will NOT be left unsupervised with children within the nursery and a written risk assessment will be completed.
- Continued employment is subject to a satisfactory enhanced CRB disclosure, ISA registration when required by the vetting and barring scheme.
- An employment contract will be agreed completed for every new employee before employment starts.
- A written statement of employment particulars will be issued within 2 months of taking up of the post .
- A full induction will be completed within the first week of employment, which will be documented.

- A performance review will take place with the new employee at regular intervals during the specified probationary period to ensure they are settling into the team and meeting the requirements of the post.
- An appraisal and review system is in place to support performance management.

*This policy has been adopted by (Setting name)*

*Signed on behalf of the setting by:*

..... *Chairperson/Owner (delete as appropriate)*

..... *Secretary/Manager (delete as appropriate)*

Date:

Review Date:

