



## **Safer Recruitment, Selection and Re-grading Policy**

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Policy for 2022 - 2024

Head of Human Resources

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## Background

In terms of this Policy, it is based on transparency, fairness, free from conflict of interest, timely, cost effective and our student experience becoming second to none. It further ensures that the recruitment, selection and appointment of colleagues into roles ensures that the most suitable person is successful in obtaining the role. It also means that everyone is accountable for their actions and processes are fair and equitable. This Policy should be read in conjunction with the Commitment to Equality in Employment document.

## Introduction

The College recognises that colleagues with the right skills in the right role are the major contributor to the quality of our provision as an education provider. It is important, therefore, to recruit and select people with the necessary skills, knowledge and experience for the required role. At all times equality of opportunity in the recruitment, selection, appointment and promotion of staff will be ensured.

This policy and procedure sets out the practices of the College with regard to the recruitment and selection of colleagues. In doing so, it re-affirms the College's commitment to the implementation of our Commitment to Equality document. Discrimination in employment is unlawful and this document is designed to ensure that appointments are based on objective job-related criteria and that the most suitable person is appointed.

Recruitment should be treated as a key public relations exercise as the way it is managed affects the College's image and consequently its ability to attract and appoint high calibre staff. The recruitment process is often the first experience an individual has of an organisation, it is therefore important that the experience is as positive as possible for all candidates to:

- leave a positive image of the organisation with unsuccessful applicants, who may be future students, stakeholders or employees
- give successful applicants a clear understanding of the organisation and what is expected of them
- reduce the risk of a bad selection decision, which can be expensive and harm teams and competitiveness
- enhance the quality of candidates

The College has a Personal Relationships Policy. All candidates are expected to declare personal relationships on the application form. Failure to do so, will lead to disciplinary action being taken when the relationship is discovered, which may well lead to dismissal of the candidate. Anyone who is asked to take part in the recruitment process, must disclose knowledge of candidates if they have had previously or continue to have a Personal Relationship and should not in any way be involved in the process or influence others to make a recruitment decision. Any colleague found to be doing this, will face disciplinary action.

It is important that the recruitment and selection process is built and operated on objective and justifiable decisions and that this ethos is not compromised. Statistical information on all stages of the recruitment and selection process will be collated to inform the College of performance against our Commitment to Equality document.

The College is committed to achieving equality of opportunity for all people who work and apply to work at the College and recognises the requirements under the following Acts:

- Equality Act 2010 – including people with mental health issues who will not be discriminated against in this process
- Health and Safety at Work Act 1974
- Management of Health and Safety at Work Regulations 1999
- Employment Rights Act 1996
- Criminal Justice Public Order Act 1994
- Data Protection Act 1998
- Rehabilitation of Offenders Act 1974

In summary, the aims of the recruitment and selection element of this policy are:

- To ensure that the recruitment processes are fit for purpose
- To appoint the best person for each position
- To ensure equality of opportunity for protected groups
- To ensure compliance with the College's Commitment to Equality
- To promote the College values
- To meet the College's operational requirements and strategic aims
- To promote opportunities to include the range of protected characteristics defined under the Equality Act and therefore increase our levels of diversity within the College to reflect the community we serve

All colleagues who are involved at any stage in the recruitment and selection of staff must be aware of, and adhere to, the contents of the policy. In addition, any external consultants, recruitment agencies or external experts who assist in the recruitment process must act in accordance with the policy.

In terms of the Data Protection Act 2018 (encompassing General Data Protection Regulation (EU) (2017/679) (GDPR)), reference should be made to the College's "Data Protection" and "Data Retention and Erasure" policies for clarification regarding how individuals' personal data is collected, managed and stored as a result of following this policy.

### **Scope**

This policy and procedure applies to all prospective employees and colleagues who are employed by City of Wolverhampton College and all posts. The policy and its supporting procedures facilitate a consistent approach across the College. The policy clarifies the roles of those involved and the responsibilities of colleagues.

Where senior staff (as defined in the Articles of Government) are to be appointed, the Governing Body will be directly involved in determining the arrangements for the recruitment and selection of such staff.

### **Obtaining Authorisation**

Before recruitment begins to any post, whether casual, temporary or permanent, a Request to Recruit Form needs to be completed and approval received as per the following guidelines:

- For all posts the Request to Recruit Form needs to be fully completed and submitted to the Executive Management Team (EMT) Staffing Group for authorisation via the HR Business Partner enclosing the establishment list/organisation chart showing the vacancy and an up-to-date job specification.
- Re-grading applications would also follow this process. EMT normally consider staffing issues during term time on a weekly basis.

When completing the Request to Recruit Form the following should be taken into consideration:

- Is it really necessary to fill the vacancy?
- How quickly is this replacement needed?
- Should there be any changes in duties (a chance to update the Job Specification)?
- Whether changing work patterns, organisation or technology have produced a different job or that the work can be distributed in a different way (where other people may be affected, this may require a discussion with the relevant trade unions).
- The nature of the replacement e.g. Full-time; Part-time working etc.
- To examine the equal opportunity information available and consideration made to taking positive action if an under-representation of an equality strand has been made in the present year.

### **Job Specifications**

A job specification needs to be produced for all roles. This document combines the role requirements and the person requirements which will be split between those essential for the role and those that are desirable (enhance the role).

The job specification should be specific, related to the role and not unnecessarily restrictive. The inclusion of criteria as essential that cannot be justified for the performance of the role may be deemed discriminatory if the impact disproportionately disadvantages specific groups and will be illegal. DBS authority levels also need to be included.

## **Advertising of Posts**

The following information will be sent to candidates applying for College vacancies:

- Application Form
- Equal Opportunities Monitoring Sheet
- Job Specification
- Details about the College Purpose and Values
- Policy Details

All candidates for any role will be expected to complete an application form. Candidates/colleagues who do not complete an application form and an Equal Opportunities form, will not be considered for interview.

Candidates will also be able to submit the application form electronically and all information that would have been sent out with the pack, is available online on the recruitment micro-site.

## **Receipt of Applications**

Applications received after the closing date will not normally be accepted. The only exceptions will be if there is a bona fide reason why the application was late i.e. postal strike, IT failure that affects the College or by prior agreement with the Chair of the interview panel.

The equal opportunities information will be retained by HR and not circulated to the panel.

## **Shortlisting**

HR staff will prepare the short-listing pack which will include applications, shortlisting grid and job specification within three working days of the closing date. All members of the recruitment panel will be given a pack and will independently review and shortlist the candidates. The panel will then meet to agree the shortlisted candidates who will be invited to interview and complete the shortlisting grid with outcomes. A HR member will be involved in the shortlisting process. Candidates can request feedback if they have not been shortlisted on the shortlisting grid. The HR lead will provide that feedback.

- The short-listing grid should be completed by the Chair of the Panel indicating which candidates have been shortlisted for interview. The Panel must meet to discuss the assessment exercises and interview questions prior to notification being sent out of the interview process.
- All shortlisted applicants must meet the essential criteria.
- Applicants within under-represented groups who meet the essential criteria will be shortlisted for interview.
- Shortlisting should be completed at least 7 working days before the interviews.
- HR staff will make the necessary arrangements for refreshments.

- HR staff will provide interview packs to panel members at least two working days prior to the interview.
- HR staff will invite the candidates to the interview process and ensure that candidates are asked to let us know if they have any special interview requirements. Example material of tests that will be included in the process, also need to be included so that appropriate measures can be taken not to disadvantage candidates with a disability i.e. Dyslexia/Dyscalculia.

### **Assessment Process/Interviews**

This process should be designed to ensure that testing of the essential and desirable (where possible) aspects of the Job Specification can be demonstrated. The process may include any of the following:

- Biographical interview and personality questionnaire.
- Occupational testing such as verbal and numerical tests (the tests that we use are from a Company called SHL (Saville & Holdsworth) (see Section on Occupational Testing).
- For Teaching staff, a micro-teach session will be expected.
- Candidates will need to provide a GCSE Qualification (or equivalent) Grade C or above in Maths and English or a Level 2 in Numeracy and Literacy. This is essential for all teaching and delivery staff. For other staff this is desirable, however, if candidates who are in non-delivery roles cannot provide this evidence, a skills builder exercise will be required. The skills builder will identify areas that need development. Those areas will be shared with your line manager and if any development areas are essential to the role, you will be expected to ensure that you are competent in those areas within the probationary period.
- A presentation.
- A trade test.
- A panel interview – questions to be agreed with the appropriate HR staff prior to the interview process commencing.
- An element to be built in to the process where the HR representative explains the full terms and conditions of the post.

The minimum requirements for all roles will include appropriate testing, a panel interview and an explanation of the terms and conditions of the post.

- A senior manager will usually Chair the panel interviews for all posts other than management posts when a member of EMT will Chair the panel. For more junior roles the senior manager can delegate responsibility to a Curriculum Manager or equivalent level.
- All interview panels must consist of at least three people – the appropriate Chairperson, the recruiting line manager and a member of the HR team.

- Wherever possible involvement in the recruitment process, including the interview panels, will reflect the diversity of the College and should be conducted by people with the relevant skills in selection, equality, diversity and safeguarding. No one should Chair a panel without having the relevant training.
- Notes taken by panel members will be retained by HR staff and referred to in the event of a complaint being received from an applicant.
- Qualifications will be checked at the interview by the HR member of the panel – no appointments are to be confirmed until qualifications have been seen and confirmed that are required for the role.
- For teaching staff, no appointment will be made unless the candidate has a Level 3 qualification or above in the subject they are teaching.
- Interviewers should not ask questions of a discriminatory nature and need to ensure that all aspects of the Equality Act are taken into consideration. The following are examples of areas that should be avoided (this list is not exhaustive):

Marital Status/Pregnancy

Perceived Disability or Health (although not directly covered by the Equality Act) unless this is directly related to the role

Trade Union Activities

Religious Beliefs

Sexual Orientation

Dependants

Age

- Panel interview questions will be structured in such a way as to focus on the necessary skills/knowledge/abilities as identified in the job description/person specification. Questions will be put to all candidates to ensure consistency and fairness.
- Candidates will be scored against each question on the Interview Note Sheet. The scores are as follows:
 

4	complete answer, satisfied the panel member that the candidate demonstrated the required skills/knowledge/ability
3	a good answer which leads the panel member to the conclusion that the candidate has good knowledge/skill/aptitude
2	does not answer in sufficient detail. The panel member is of the point of view that the applicant has partial knowledge/skill/aptitude
1	no knowledge/skill/aptitude demonstrated
- A final discussion of the candidates will occur with everyone who has contributed to the selection process i.e. teaching observations, test administrators, interviewers/occupational testers. At this session, it is important that all views are taken into consideration and the selection decision communicated.

- All interview packs should be returned to HR staff as soon as the decision has been made. Notes made by each panel member must be retained in the interview pack. Scoring sheets for any testing that has taken place must also be retained in the interview pack. If an offer is to be made a Confirmation of Appointment Form should be completed and signed by the Chair of the Panel.
- Successful candidates at interview will be notified by telephone within one working day of the interview unless a different date has been agreed and explained to each candidate in the process. All unsuccessful candidates will be notified by letter not later than three working days of the successful candidate accepting the post.
- All candidate will be offered feedback (see the section on Occupational Testing).
- The recruitment pack, including interview notes and scoring sheets for tests undertaken will be retained for 12 months following the interview. Claims of discrimination on the grounds of race, gender or disability can be made at any time up to six months from the interview date.

### **SHL Occupational Testing and Feedback**

Occupational testing is widely used in the world of work. Psychological or psychometric tests aim to maximise objectivity by standardising test conditions, instructions, time, content, scoring and interpretation. They are a highly effective way of predicting aptitude, ability and behaviour at work.

The College is committed to the highest ethical standards when administering, scoring and providing feedback. The tests are objectively scored and administered and are supported by a body of evidence and statistical data which demonstrates their validity. Other forms of testing which may be used include:

- In-tray exercises/Managerial judgement
- Team and/or individual exercises
- Structured discussion
- Presentations

### **Why Use Occupational Tests?**

Tests can be used to assess individuals in the following circumstances:

- Recruitment and Selection
- Team Building
- Career Counselling
- Personal Development
- Succession Planning

Occupational Tests which include ability and aptitude tests will not be used as the sole criteria for selection, recruitment or development.



## **Test Administration and Scoring**

Advanced notification of the tests and what the test entails will be provided. Tests will be administered, interpreted and feedback given by trained users. If individuals have a condition for example: dyspraxia or dyslexia, they will need to let the HR lead know a minimum of 48 hours prior to completing the tests so that reasonable adjustments can be made to ensure that candidates perform to the best of their ability.

Tests will be scored against an appropriate group of individuals with similar backgrounds, experiences and qualifications. This is known as the 'norm group'.

Answer sheets and any other raw data from the tests will not be given to any individual not qualified to interpret.

The details of the tests will remain confidential and only the individual and appropriate Managers, e.g. Selection panel will be aware of the content and feedback after testing – this feedback can be given remotely via telephone.

## **Equal Opportunities and Testing**

The tests used will not discriminate against any individual, in accordance with the Commitment to Equality document.

Where appropriate, adjustments to the tests may be required to ensure discrimination does not occur.

Advanced notification is sometimes needed in order for any adjustments to be made.

The use of tests will be monitored continuously to ensure they do not discriminate and are an appropriate method of assessment.

## **Appointment of Staff**

- The successful candidate will be informed that an offer of employment is being made subject to the receipt of an enhanced DBS check and references that are satisfactory to the College.
- The offer letter containing a start date will be accompanied by a contract of employment.
- Two references for each candidate will be requested by HR staff, however, the receipt of one satisfactory reference will enable HR to make an offer of appointment. References will not be sought from referees where a personal relationship has been established.
- References and DBS disclosures will be available for the Chair of the Panel to confirm the appointment.
- The successful candidate will be given a medical disclosure form which when completed will be passed to Occupational Health who will review the form. Any special requirements will then be notified by the relevant HR person to the line manager. Whilst we would encourage people to be honest and declare that they have had/have mental health issues, this information will not be requested until a job offer is made. This information is contained in a medical questionnaire which is completed by the candidate and sealed in an envelope provided.

- A full induction is needed for all new employees which is set up via the individual's Employee Self Service account.
- All staff will be subject to a minimum of six months Probationary period (see Probation Policy for more details).

Information sent to successful candidates will include the following:

- Offer letter
- Contract
- New Starter Form
- DBS Form (if not already completed) and a Risk Assessment Form
- Explanation sheet to be provided that explains probation, sickness, holidays etc.
- Benefits such as our employee assistance provider, College lottery, discount scheme
- Probation Policy
- Health questionnaire and a secure envelope

### **Disclosure & Barring Service (DBS)**

The College is committed to safeguarding and protecting the welfare of learners and expects all who work with or on behalf of the College to share this commitment. All roles within the College therefore are subject to ISA regulations. All staff will be enhanced DBS checked a minimum of every three years. Staff can be requested to complete a new DBS form at any time at the College's discretion. All application forms, job adverts, and recruitment and selection processes will include an appropriate element of our safeguarding commitment to ensure we fulfil our obligations.

Whilst we will implement the employer duties under the Rehabilitation of Offenders Act 1974, we consider that most roles in the College have access to children and vulnerable adults and therefore are exempt. This practicality means that the College is therefore unlikely to employ anyone following implementation of this policy who has a criminal conviction for violence or supplying drugs. These two restrictions enforce our responsibility to ensure that children and young adults in our care can feel that this is a safe environment in which to learn and develop.

### **Eligibility to Work in the UK**

All applicants applying for a role must be able to provide documents that show that they are eligible to work in the UK.

### **Employing People Outside of the EU/EEA**

If the individual to be appointed is a national of a non-EEA country, a Certificate of Sponsorship (CoS) may be required.

Criteria for issuing a CoS include:

- The job is in a 'designated shortage' occupation
- It passes the Resident Labour Market Test (RMLT)
- The job is at NVQ Level 3 or above
- Minimum salary levels are met

The UK Border agency website is [www.ind.homeoffice.gov.uk](http://www.ind.homeoffice.gov.uk) for more detailed information about current immigration regulations. In addition to the CoS the individual must apply for entry clearance/leave to remain through the UK Border Agency and provide personal evidence of competence in English and ongoing maintenance. The process can take up to three months and the College cannot under any circumstances employ the national of a non-EEA country until permission is given. It is also an essential part of the process that the application or vacancy has been advertised in at least one national newspaper or journal normally available throughout the European Economic Area or on a Home Office approved website within the preceding six months.

## RE-GRADING OF CURRENT ROLES

### Introduction

It is important to note that applications for regrading should be based on the substantive post and the requirements of the post, not on the skills and experience of the post holder. It should also be noted that undertaking a greater volume of work at the same grade does not constitute grounds for re-grading. This is an issue to be raised through the supervision process.

An employee should not be given additional responsibilities unless the line manager has followed one of two processes:

- Sought and received approval for the regrading of the post or the award of an honorarium, and/or
- Followed a fair selection process if there is more than one member of staff undertaking the same post.

If an emergency situation occurs where additional duties are required, the line manager must raise the matter with their senior manager and HR staff before determining who should carry out the additional responsibilities.

### Process

A manager who wishes to seek the regrading of a post on the basis of anticipated changes to the responsibilities of the post, or a colleague who feels that the grade of their post does not reflect the level of their responsibilities, should complete a Regrading Review Form and provide evidence on the factors within their current post that have changed since the previous grading of the post.

Colleagues making an application should discuss their application with their line manager. The manager will be asked to provide a statement on part A of the application form. The process then should be the same as the request to recruit and all regrading applications need to be made through EMT.

Agreed AMiE 18/11/11, 8/1/13, 28/7/15, 1/7/16, 7/4/17, 8/2/18, 20/7/18

Agreed UCU 16/1/12, 8/1/13, 3/7/14, 15/7/15, 5/7/16, 7/4/17, 2/2/18, 3/7/18, 4/7/19

Agreed UNISON 16/1/12, 8/1/13, 3/7/14, 23/7/15, 5/7/16, 7/4/17, 2/2/18, 3/7/18, 4/7/19 E  
quality Analysis 2/2/12, 27/2/15, 8/3/18

This policy contains information that outlines the College's intention, however, there may be instances where the College is unable to fulfil the above obligations. We are committed, however, to act in a fair and reasonable manner.