



Skipton Town Council

Policy Name:	Recruitment and Selection Policy
Date of Last Review:	18 May 2023
Version Number:	V1
Responsible Officer:	Chief Officer
File Location:	Shared Drive
Next Review Due:	May 2024
Added to Policy Register:	YES

1. Scope

To set out the minimum requirements of a recruitment process that aims to:

- Attract and select the best possible applicants to vacancies
- Meet statutory requirements of Local Government and Housing Act 1989 (where relevant)
- Meet statutory requirements of the Equality Act 2010
- Treat all applicants fairly and clearly.
- Offer a fair, equitable and competitive process.

2. Procedures:

To be followed whenever a new employee is to be recruited.

2.1 Recruitment/Interview Panel:

- Interview panel is appointed comprising three people (mixed gender where possible), and it is sensible that the council gives this committee the delegated power to deal with the appointment process from beginning to end;

2.2 Advertising where appropriate:

- YLCA website and circulation
- Local noticeboards
- Local job centre
- Local newspaper
- Local principal authority job vacancy website

2.3 Job application pack / recruitment materials:

- Any person enquiring about the post will be supplied with a job application pack which as a minimum, will include:
 1. Job description and person specification
 2. An application form
 3. An outline of our recruitment and selection process
 4. A copy of our recruitment and selection policy (this document)
- All applicants must complete, in full, an application form - CV's alone will not be accepted.

2.4 Short-listing:

- We shortlist (blind) all candidates against the person specification for the post.
- We welcome applications from all sections of the community. Applicants will be considered on the basis of their suitability for the post, regardless of their marital status, age, gender, culture, religious belief, ethnic origin or sexual orientation.

- We ensure all applicants receive correspondence regardless of whether they are successful in reaching the interview stage or not.

2.5 Interview stage:

- Interviews will always be conducted face to face.
- At the interview, each candidate will be required to prove their identity against photo ID (for example a passport, birth certificate or driving licence) and also produce documents to prove they are eligible to work in the UK.
- At the interview, candidates will be questioned using the same set criteria and same questions.
- The questions will be formulated from the essential criteria listed in the person specification and specific areas of childcare.
- Candidates will be given a score for their answers
- Candidates will always be required to explain satisfactorily any gaps in employment to explain satisfactorily any anomalies or discrepancies in the information available to explain their suitability for the role and their skill set, knowledge and expertise
- Candidates may be asked to take part in a practical exercise which reflects an essential element of the role.
- Interview/selection panel may use a scoring matrix to assist them to determine the best candidate for the post.
- Each candidate will receive communication whether they have been successful or not.

Either:

The selection/interview will panel will determine the most suitable candidate

or

The recommendation of the selection/interview panel will be submitted to the council for approval

2.6 Employment checks:

- The successful candidate will be offered the position subject to at least two references from previous employment or in the case of a newly qualified student, their tutor and a personal or professional reference. These references will be taken up BEFORE employment commences.
- References will be sought directly from the referee. References or testimonials provided by the candidate will never be accepted.
- Additional reference material will be required if the post is that of Responsible Financial Officer (RFO)
- All qualifications will be checked against actual certificates and copies taken for their personnel files.

2.7 Induction:

- For all new staff, a clearly written and structured induction programme is in place. The programme includes shadowing/handover training and opportunities to read and discuss the council's policies and procedures.
- Throughout the induction period, all new staff members will receive regular meetings with their line manager to discuss how it's going and identify any further training and development needs.