



Supportive, Cooperative, Adventurous

Equality and Diversity

Campfire Education Trust is committed to promoting equality of opportunity for all staff and job applicants. The Trust aims to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We do not discriminate against staff based on age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and Governors treat visitors, volunteers, contractors and former staff members.

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Campfire Education Trust will process personal data of staff (which may be held on paper, electronically, or otherwise). Campfire Education Trust recognises the need to treat it in an appropriate and lawful manner, in accordance with the Data Protection Act 2018 (DPA).

Ratified	Version	Date
Adopted by Board of Trustees	2	Sept 2021
LGB		
Next Review Date:		Sept 2022

Recruitment and Selection Policy and Procedure

1. Introduction

- 1.1. The Campfire Education Trust Board and Local Governing Bodies are committed to safeguarding and promoting the welfare of children and young people and requires all employees and volunteers to demonstrate this commitment in every aspect of their work.
- 1.2. The appointment of all employees will be made on merit and in accordance with the provisions of Employment Law, Keeping Children Safe in Education and the school's Equality and Diversity policy.
- 1.3. We will ensure that people are treated solely on the basis of their abilities and potential, regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, gender, gender reassignment, marital status, sexual orientation, disability, socio-economic background, or any other inappropriate distinction.
- 1.4. We will comply with the requirements of Keeping Children Safe in Education with regard to DBS and other pre-employment checks.
- 1.5. We will ensure compliance with the Data Protection regulations and the more stringent requirements contained within the General Data Protection Regulations (GDPR). The GDPR encompasses the core principles of the DPA and provides more onerous responsibility and accountability for fair and transparent processing. Our Recruitment Privacy Statement provides specific details in accordance with the GDPR principles and can be found on the Campfire website or in Appendix One. Our general Privacy Statement can be found on Campfire Website.
- 1.6. At Campfire we use www.mynewterm.com to process and administer all recruitment.

2. Delegation of Appointments and Constitution of Appointments Panels

- 2.1. The power to offer employment for all posts below the level of Assistant Head/Deputy Head is delegated to the Headteacher. The Headteacher may not delegate the offer of employment to any other senior manager or governor.
- 2.2. The Headteacher is expected to involve at least one governor (or trustee including CEO for senior staff) in the appointment of all teaching staff
- 2.3. Selection panels will comprise a minimum of two people (normally three). In accordance with the statutory requirement, every selection panel will have at least one member who has undertaken Safer Recruitment Training. In addition, at least one member will have undertaken general recruitment or equalities training.

3. Advertising

3.1. All vacant posts will be advertised using My New Term (www.mynewterm.com) or applications must be made using My New Term across The Trust to ensure equality of opportunity and encourage as wide a field of candidates as possible. This will normally mean placing an advertisement externally (using a variety of outlets but including EPM). However, where there is a reasonable expectation that there are sufficient, suitably qualified internal candidates, or employees are at risk of redundancy, vacancies may be advertised internally before an external advertisement. In these circumstances, the selection panel may decide that certain parts of the recruitment process may be omitted but all candidates will be subject to a formal interview, the satisfactory reference requirements and any other necessary checks.

4. Information for Applicants

4.1. All applicants for all vacant posts will be provided with:

- A job description (Campfire Job descriptions are to be used as a starting point) outlining the duties of the post and an indication of where the post fits into the organisational structure of the school.
- A person specification may also be provided. This will also include a statement on behalf of the governing body/trustees of their commitment to safeguarding and promoting the welfare of children and young people.
- An application form. CVs **will not** be accepted.
- An Information pack containing:
 - A description of the school relevant to the vacant post.
 - Reference to the school's policy on equality and diversity.
 - Reference to the child protection/safeguarding policy.
 - DBS and other pre-employment checks required (not for internal candidates).
 - A statement that canvassing any member of staff, or member of the Governing Body, directly or indirectly, is prohibited and will be considered a disqualification.
 - The closing date for the receipt of applications.
 - An outline of the terms of employment including salary.
 - Reference to the school's policy on recruitment and selection.
 - A My New Term application form

5. Short Listing and Reference Requests will be processed through My New Term www.mynewterm.com

6.

5.1. The selection panel will use an agreed short listing form. The criteria for selection will be consistently applied to all applicants based on the essential and desirable criteria for the post. The selection panel will agree the candidates to be called for interview.

5.2. The selection panel will take up at least **two references** on each short listed candidate. If a candidate for a post working with children is not currently working with children, a reference will be sought from the most recent employment working with children to confirm details of their employment and their reasons for leaving.

5.3. Reference requests will ask the referee to confirm:

- The referee's relationship with the candidate.
- Details of the applicant's current post and salary.
- Performance history.
- All formal time-limited capability warnings which have not passed the expiration date.
- All formal time-limited disciplinary warnings where not relating to safeguarding concerns which have not passed the expiration date.
- All disciplinary action where the penalty is "time expired" and relate to safeguarding concerns.
- Details of any substantiated allegations or concerns relating to the safety and welfare of children.
- Whether the referee has any reservations as to the candidate's suitability to work with children. If so, the School will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

5.4. References are the "property" of the selection panel and strict confidentiality will be observed. Employer testimonials or 'bearer references' i.e. those provided by the candidate and/or marked 'to whom it may concern' will not be accepted. References must be in writing and be specific to the job for which the candidate has applied. The selection panel will not accept references from relatives or people writing solely in the capacity as a friend of the candidate. References will be verified and any discrepancies will be discussed with the candidate at interview.

5.5. References will be checked against information on the application; any discrepancy/issue of concern noted to take up with applicant at interview.

5.6. On receipt, equality monitoring information must be separated from applications.

5.7. If the field of applicants is felt to be weak the post may be re-advertised.

7. Interviews

6.1. The format, (See Annex A for examples of safeguarding questions) template, style and duration of the interviews are matters for the Headteacher to decide in consultation with any governors or trustees involved in the process but the following will be adhered to:

6.1.1. Briefing:

All candidates will be given relevant information about the school to enable the candidate to make further enquiries about the suitability of the advertised job.

6.1.2. The formal interview:

Before the interviews the selection panel will agree on the interview format including any other assessment methods. The questions asked will be aimed at obtaining evidence of how each candidate meets the requirement of the job description and the person specification and each candidate will be assessed against all of the criteria for the post. The same areas of questioning will be covered for each applicant and no questions which would discriminate directly or indirectly on protected characteristics under the Equality Act 2010 will be asked. The selection process for every post, will include exploration of the candidate's understanding of child safeguarding issues. The interview will also include a discussion of any convictions, cautions or pending prosecutions, other than those protected, that the candidate has declared and are relevant to the prospective employment.

6.2. The recruitment documentation will be retained for six months from the date of interview. Applicants have the right to request access to notes written about them during the recruitment process. After 6 months all information about unsuccessful candidates will be securely destroyed.

8. Offer of Employment by the Selection Panel

7.1. The offer of employment by the selection panel and acceptance by the candidate is binding on both parties subject to:

- Verification of identify
- Verification of right to work in the UK
- Proof of relevant qualifications
- Satisfactory DBS Enhanced Disclosure
- A certificate of good conduct (if applicable) which may include EEA sanctions and restrictions
- Barred list check
- Teacher prohibition (if applicable)
- Section 128 check (if applicable)
- Pre-employment medical screening

- Satisfactory references
- Disqualification under the Childcare Disqualification Act 2006, as amended.

The successful candidate will be informed, normally by offer letter, that the appointment is subject to satisfactory completion of these checks.

7.2. Unsuccessful candidates will be notified and offered verbal feedback

9. Personnel File and Single Central Record

8.1. Recruitment and selection information for the successful candidate will be retained securely and confidentially for the duration of their employment with the school including:

- Application form – signed by the applicant
- Interview notes – including explanation of any gaps in the employment history
- References – minimum of 2
- Proof of identity
- Proof of right to work in the UK
- Proof of relevant qualifications
- Certificate of Good Conduct (where applicable) which may include EEA sanctions and restrictions
- Evidence of medical clearance from the Occupational Health service
- Evidence of DBS clearance and barred list check
- Teacher prohibition checks
- Evidence of a Section 128 direction (where applicable)
- Offer of employment letter and signed contract of employment
- Disqualification under the Childcare Disqualification Act 2006, as amended.

8.2. Retention of personal information for the successful candidate following the end of their employment will be in accordance with the school's data retention policy, which is compliant with relevant Data Protection Act. When retained documents have reached their data retention limit they will be securely destroyed.

8.3. The school will destroy information obtained by a vetting exercise as soon as possible or within six months. A record of the result of the vetting or verification of the successful candidate will be retained on the employees file and the Single Central Record.

8.4. The school will normally collect personal information from you only where we have your consent to do so, where we need the personal information to perform a contract with/involving you, or where the processing is in our legitimate interests and not overridden by your data protection interests or fundamental rights and freedoms. In some cases, we may also have a legal obligation to collect personal information from you or may otherwise

need the personal information to protect your vital interests or those of another person. The school will retain a record of consent as evidence that we have obtained consent to collect and process the data and that applicants have been advised of the purpose of the collection and processing.

- 8.5. You have the right to withdraw your consent at any time and can do so by informing the school's Data Protection Officer, with the exception of documents that are required for a statutory requirement.
- 8.6. The school will maintain a Single Central Record of employment checks in accordance with Keeping Children Safe in Education.
- 8.7. The person maintaining the SCR must be safer recruitment trained
- 8.8. Agency staff, consultants and third party employees must be included on the SCR

10. Start of Employment and Induction

- 9.1. The pre-employment checks listed in paragraph 8.1 above must be completed before the employee starts work. Exceptions will only be made in circumstances where a risk assessment has been undertaken. Exceptions will never be made in the case of the barred list and teacher prohibition checks.
- 9.2. All new employees will be provided with an induction programme which will cover all relevant matters of school policy but in particular safeguarding and promoting the welfare of children.

Appendix one

Privacy Policy for Job Applicants

In the development of this policy consideration has been given to Equality and Diversity and Data Protection.

Equality and Diversity

CAMPFIRE EDUCATION TRUST is committed to promoting equality of opportunity for all staff and job applicants. The Trust aims to create a supportive and inclusive working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We do not discriminate against staff based on age; race; sex; disability; sexual orientation; gender reassignment; marriage and civil partnership; pregnancy and maternity; religion, faith or belief (Equality Act 2010 protected characteristics). The principles of non-discrimination and equality of opportunity also apply to the way in which staff and Governors treat visitors, volunteers, contractors and former staff members.

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This Policy is to be used across all Campfire Education Trust Schools	Version	Date
Campfire Education Trust Officer responsible for updating content – DPO	1	November 2020
Date approved by Campfire Trust Board		
Notice to be reviewed annually from date last approved by Campfire Trust Board	1	Annually
Policy to be reviewed by Campfire Education Trust (unless statutory revisions require it be done earlier)		1 st November 2021

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Application of the Policy

This policy is to be used by all employees employed by Trust (CAMPFIRE EDUCATION TRUST). The following definitions are included for reference purposes for both School and Central Team staff to enable clarity and transparency when applying this policy.

Privacy Policy for Job Applicants

Under data protection law, individuals have a right to be informed about how the Trust uses any personal data that we hold about them. We comply with this right by providing 'privacy notices' (sometimes called 'fair processing notices') to individuals where we are processing their personal data.

This privacy notice explains how we collect, store and use personal data about individuals we employ, or otherwise engage, to work at our trust and its schools.

We, the Campfire Education Trust, Maslin Drive, Bean Hill Milton Keynes MK6 4ND are the 'data controller' for the purposes of data protection law.

Our data protection officer is Tracey Riches (see 'Contact us' below).

Successful candidates should refer to our privacy notice for the school workforce for information about how their personal data is collected, stored and used. A copy of our privacy notice for our workforce can be found on our website under GDPR policies and return to dpo@campfiretrust.co.uk

The personal data we hold

We process data relating to those applying to work at our school. Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:

- Contact details
- Copies of right to work documentation
- References
- Evidence of qualifications
- Employment records, including work history, job titles, training records and professional memberships

We may also collect, store and use information about you that falls into “special categories” of more sensitive personal data. This includes information about (where applicable):

- Race, ethnicity, religious beliefs, sexual orientation and political opinions
- Disability and access requirements

Why we use this data

The purpose of processing this data is to aid the recruitment process by:

- Enabling us to establish relevant experience and qualifications
- Facilitating safer recruitment, as part of our safeguarding obligations towards pupils
- Enabling equalities monitoring
- Ensuring that appropriate access arrangements can be provided for candidates that require them

Our lawful basis for using this data

We only collect and use personal information about you when the law allows us to. Most commonly, we use it where we need to:

- Carry out a task in the public interest
- Comply with a legal obligation

Less commonly, we may also use personal information about you where:

- You have given us consent to use it in a certain way
- We need to protect your vital interests (or someone else’s interests)

Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent and explain how you go about withdrawing consent if you wish to do so.

Some of the reasons listed above for collecting and using personal information about you overlap, and there may be several grounds which justify the trust’s use of your data.

Collecting this information

While the majority of information we collect from you is mandatory, there is some information that you can choose whether or not to provide to us.

Whenever we seek to collect information from you, we make it clear whether you must provide this information (and if so, what the possible consequences are of not complying), or whether you have a choice

How we store this data

Personal data we collect as part of the job application process is stored in line with Record Retention Schedule/Records Management Policy and our statutory obligations which you can access via our website.

When it is no longer required, we will delete your information in accordance with our Record Retention Schedule/Records Management Policy and our statutory obligations which you can access via our website.

Data sharing

We do not share information about suppliers or their representatives, employees or agents without consent unless the law and our policies allow us to do so.

Where it is legally required, or necessary (and it complies with data protection law), we may share your personal information with:

- Our local authority – to meet our legal obligations to share certain information with it, such as shortlists of candidates for a headteacher position
- Suppliers and service providers – to enable them to provide the service we have contracted them for, such as HR and recruitment support
- Professional advisers and consultants
- Employment and recruitment agencies

Transferring data internationally

Where we transfer personal data to a country or territory outside the European Economic Area, we will do so in accordance with data protection law.

Your rights

How to access personal information we hold about you

Individuals have a right to make a **'subject access request'** to gain access to personal information that the school holds about them.

If you make a subject access request, and if we do hold information about you, we will:

- Give you a description of it
- Tell you why we are holding and processing it, and how long we will keep it for
- Explain where we got it from, if not from you
- Tell you who it has been, or will be, shared with
- Let you know whether any automated decision-making is being applied to the data, and any consequences of this
- Give you a copy of the information in an intelligible form

You may also have the right for your personal information to be transmitted electronically to another organisation in certain circumstances.

If you would like to make a request, please complete the form that can be found on our website and return to dpo@campfiretrust.co.uk.

Contact us

If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact our **data protection officer**:

- Tracey Riches, DPO@campfiretrust.co.uk

Complaints

We take any complaints about our collection and use of personal information very seriously.

If you think that our collection or use of personal information is unfair, misleading or inappropriate, or have any other concern about our data processing, please raise this with us in the first instance.

To make a complaint, please contact our data protection officer.

Alternatively, you can make a complaint to the Information Commissioner's Office:

- Report a concern online at <https://ico.org.uk/concerns/>
- Call 0303 123 1113
- Or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF *This notice is based on the Department for Education's model privacy notice for parents of pupils, and to reflect the way we use data in this school.*

ANNEX A

Examples of safeguarding questions to include in an interview

What sort of incident or issue do you regard as warranting a response under safeguarding procedures and processes?

Positive indicators	Negative indicators
<ul style="list-style-type: none">• Experience as a designated safeguarding lead (if appropriate for the role being advertised)• Clear knowledge of government guidance for recognising safeguarding issues• Knowledge and understanding of school safeguarding procedures and appropriate response• Knowledge and understanding of the role of the school as a 'reporting agency'• Awareness of the potential complexity of safeguarding issues	<ul style="list-style-type: none">• Lack of understanding of due process and line management responsibilities• Lack of knowledge of government guidance• Lack of awareness of current school's policy and practice• Complacency about the potential complexity of safeguarding issues

Can you give us any examples of child protection issues that you have dealt with? What did you learn from the experience?

Positive indicators	Negative indicators
<ul style="list-style-type: none">• Clear example demonstrating decisive action following guidance• Experience of working with multi-agency teams on child protection issues• Reflective evaluation of the incident and awareness of strength of practice and areas that could be improved	<ul style="list-style-type: none">• Lack of a clear example• Lack of relevant experience working with multi-agency teams• Lack of reflection

Can you tell us how you would ensure all staff, governors and visitors to the school are aware of the importance of the safeguarding agenda?

Positive indicators	Negative indicators
<ul style="list-style-type: none"> • Practical examples of good communication with staff and the wider school community • Recognition of the importance of updating staff training and awareness regularly • Recognition of the need for all staff to be included in training • Recognition of the importance of governor training in safeguarding, including safer recruitment training for governors involved in interviews • Awareness of the need to develop a culture of vigilance, while avoiding overreaction • Awareness of the importance of a safe environment for staff to report any concerns 	<ul style="list-style-type: none"> • No clear examples of how this would be communicated to staff • No understanding of the importance of regularly updating staff training • No mention of inclusion of all staff in training • No awareness of the importance of governor training • Tendency to over-dramatise the strategy and create a sense of crisis • Lack of awareness of the need for a safe culture and a clear whistleblowing policy

Can you describe an initiative that you have led at school that did not go well and what you learnt from it?

Positive indicators	Negative indicators
<ul style="list-style-type: none"> • Ability to clearly describe the initiative and reasons for failure • Evidence of reflective practice and learning from mistakes • Evidence of emotional maturity in dealing with failure and learning from it • Evidence of sense of humour and self-awareness 	<ul style="list-style-type: none"> • Unable to recall or describe an initiative • Tries to blame failure on others • Unable to clearly explain lessons learned • Lack of sense of humour and self-awareness