

Recruitment and selection policy

Introduction

Effective recruitment and selection is central and crucial to the successful functioning of Path Examinations Ltd. It depends on finding people with the necessary skills, expertise and qualifications to deliver the Company's strategic objectives and the ability to make a positive contribution to the values and aims of the organisation.

Advertisements

Vacancies will generally be advertised on www.tefl.com, the leading recruitment website for the ESOL industry, and will not be confined to media which, because of their particular source of applicants, provide only or mainly applicants of a particular group. Path Examinations Ltd. is keen to facilitate internal promotions wherever possible as development opportunities for its staff. Path Examinations Ltd. may, on occasions, decide to restrict advertisement to internal candidates only. Furthermore, junior posts will always be advertised internally in the first instance, to provide continuous development of existing members of staff unless the management team agrees that this is not appropriate due to the specialist skills required for the post involved.

Vacancies which are restricted to internal candidates only will be clearly indicated as such on the advertisement. All internal candidates will be selected for interview on the same criteria as external candidates.

Application form

Candidates for all posts will be asked to complete a standard application form, in order that they can be judged on the basis of comparable information.

In applying for posts, all candidates will be provided with a job description, details of the appropriate conditions of service and details about the Company. A brief statement about the appointment procedure will also be provided and, if possible, an indication of the date (or week) when interviews will be held. The job description will include a list of the main duties and responsibilities of the post, together with an outline of the qualifications and experience required.

In drawing up the job description and conditions of service, the Company will ensure that no job applicant receives less favourable treatment than another on the grounds of disability, gender, race, religion or belief, age, sexual orientation, marital status, parental status, caring responsibilities or hours of work, and that no applicant is placed at a disadvantage unjustifiably by requirements or conditions which have a disproportionately adverse effect on a particular group. Applicants will be asked to specify whether they have any disabilities, as defined in the Disability Discrimination Act 1995, and whether there are any reasonable adjustments needed for them to attend an interview. All applicants with a disability who meet the essential criteria for a job will be interviewed, and considered on their merits.

Applicants will be required to supply the names and addresses of two people from whom references can be obtained.

Only references for short listed candidates for interview will be obtained. References will normally be sought prior to interview, unless the candidate indicates otherwise. References should normally be made in writing or email.

All candidates will be asked to declare on the application form whether they have ever been convicted of any criminal offence which cannot be regarded as 'spent' in terms of the Rehabilitation of Offenders Act 1974.

For posts that involve working with children and vulnerable adults, applicants will be asked to reveal details of 'spent' and 'unspent' convictions. Successful candidates for such posts will be required to provide the necessary documentation in order to complete a standard criminal records disclosure from the Disclosure and Barring Service (DBS). Posts which require such a disclosure will be clearly indicated as such on the conditions of service and appointment procedure.

Applicants will also be required to declare if they are related to any member of staff within the Company. Canvassing of members of the Company is not permitted. No manager should be put into a position where he or she is asked to interview a person to whom they are related. It is the Company's policy not to communicate further with applicants other than those who are shortlisted. A note to this effect is included in the details sent out to applicants.

Applicant details will be recorded at the point of receipt. All information relating to the data collected in the equality and diversity recruitment monitoring form will be hidden from all those involved in the recruitment and selection process. The information collected will be solely used for the purposes of equality monitoring. All completed applications forms are private and confidential and should only be made available to those directly involved in the recruitment and selection process. All application forms will be collated by a company administrator and supplied to the appointing manager for shortlisting purposes.

A shortlist of candidates will be drawn up for interview, based entirely on merit and suitability for the post but taking account of the Company's responsibilities in

relation to the Disability Discrimination and Equalities Acts. Other than in exceptional circumstances, reasonable notice will be given to ensure that candidates have sufficient time to prepare for the interview.

Selection methods

Interviews will be held by the managing directors or Senior Examiner. They will encourage candidates to be at ease during the interview, in order that they can give a fair and accurate impression of themselves.

Questions will be set in advance and will be developed from the current job description for the post. The questions will ask the candidates to give examples of their previous relevant experience.

All candidates will be asked the same questions in the same order, and their responses rated between 1 and 10. It should be remembered that an interview is a two-way process, and candidates will be given every opportunity to view the offices where they may work and ask questions about the Company, to ensure that they have a full understanding of the post for which they are applying and the way the Company operates. In addition to interviews, a range of other selection techniques may be used. In such circumstances, reasonable notice and relevant information will be given to ensure that candidates have sufficient time and information to prepare. All appointments will be made strictly on merit and related to the requirements of the job. All interviewed candidates will be notified of the outcome of the selection process as soon as possible, either by telephone or email. All unsuccessful candidates' application forms and interview notes will be retained for one year from the date of interviews taking place. After this date, they will be destroyed.

Relevant checks

All job offers will be made conditional upon satisfactory results from the following:

- two satisfactory references and confirmation of the right to work in the UK
- Provision of a current Disclosure and Barring Service certificate (if appropriate).

Probationary period

All appointments into the Company will be made subject to a probationary period of six calendar months. After three months, a review meeting will take place between the post holder and their line manager to discuss progress. At the end of the probationary period collaborators will be notified in writing that they have successfully completed their probationary period. The probationary period can be extended by a further 3 months should the manager consider this appropriate.

Recruitment monitoring

The Company seeks to recruit collaborators on the basis of their ability and the requirements of the post.

The Company wants to ensure that no applicant receives less favourable treatment than another on the grounds of disability, gender, race, religion or belief, age, sexual orientation, marital status, parental status, caring responsibilities or hours of work. In order to meet this commitment, all candidates are asked to complete a recruitment monitoring form enclosed with the application form. All completed monitoring forms will be treated as confidential. The form will be separated from the application form on receipt and those involved in the selection process will not have access to it. The information given by candidates will be solely used for the purpose of monitoring the recruitment process.

Exit interviews

All collaborators who leave the Company voluntarily will have an exit interview with their manager before their last day of work.

Exit interviews provide the opportunity for departing collaborators to discuss their reasons for leaving. The information provided is useful in identifying trends, learning and evaluating the effectiveness of HR policies and practices. The appropriate line manager should receive all appropriate information, such as recommendations made for change, or significant issues raised in the questionnaire, whilst bearing in mind confidentiality issues. The exit interview questionnaire will be retained on the collaborator's personal file.

Review of this policy

Date: 15th January 2021

Review date: 15th January 2022