



respect resilience responsibility

Recruitment Policy

Date: November 2018

Review Date: November 2019

POLICY STATEMENT ON RECRUITMENT

Equality and Diversity of Opportunity

The Governing Body wishes to secure genuine equality and diversity of opportunity, whether required by legislation or not, in all aspects of its activities acting on behalf of Southampton City Council as the employer.

To this end, the governing body will:

- a. Ensure that when an employment decision is made about an individual, the decision is based solely on an assessment of the capability and suitability of that individual, and not on any generalised concepts about the characteristics of categories or groups of persons.
- b. Encourage and assist any disadvantaged groups to achieve a position from which equality of opportunity can operate.

Disability Statement

Southampton City Council is committed to pursuing a policy of equality of opportunity for disabled people and this governing body is supporting this objective. Wherever possible the governing body will retain the services of an employee who is or becomes disabled; where necessary providing retraining and considering redeployment.

Non-Smoking Policy

The school has a no smoking policy which includes electronic cigarettes within the buildings and grounds.

Safeguarding Children

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All staff, governors and volunteers will be subject to an enhanced DBS disclosure. A single central record will be held.