



Cumnor C E Primary School

Safer Recruitment Policy

Agreed by Governors:
SEPTEMBER 2016

.....Chair of Govs)

..... (Headteacher)

Review Date: Autumn 2018

It is the policy of Cumnor C of E Primary School to follow all the guidance laid down by Oxfordshire LEA carrying out each step in the process as they recommend and to pay due regard to child safe-guarding measures. The interview panel will always consist of at least one governor who has successfully completed the CDDC Safer Recruiting in Education Course.

We recognize that when a vacancy occurs, it is vital to obtain the best possible person to fill it, and that we do so in a fair and efficient way. In order to ensure this happens we have adopted OCC's Recruitment Charter and aim to follow this when recruiting staff.

The commitments made in the Recruitment Charter are aimed at ensuring both successful and unsuccessful candidates feel they are dealing with an efficient, courteous and caring organisation, at every stage of the recruitment and selection process.

Cumnor C of E Primary School does not discriminate on the grounds of:

- ethnic origin
- sex
- age
- marital or parental status
- religious belief
- sexual orientation
- involvement in a trade union
- criminal convictions which are "spent"

Access to the OCC Recruitment Charter and guidelines can be found at:

<http://portal.oxfordshire.gov.uk/content/public/corporate/AtWork/Recruitment/RecruitmentCharterSeptember2010.pdf>