

**WEST TYTHERLEY, FRENCHMOOR, AND BUCKHOLT PARISH COUNCIL  
RECRUITMENT POLICY**

**Adopted 10 June 2019**

PURPOSE

The purpose of this Policy is to ensure that:

- ♣ The efficient and effective recruitment of staff takes place
- ♣ Applicants are treated fairly, consistently and courteously
- ♣ Recruitment and selection decisions are based on merit alone
- ♣ Legislation in regard to recruitment is adhered to

1. Introduction

During the recruitment process Council will comply with all current legislation relating to Equal Opportunities and Discrimination.

Any Councillor with an interest (in any candidate or the vacancy) will be excluded from the decision-making process.

2. Job Specification

Council will agree the Job Description and salary (in accordance with National Association of Local Councils salary scales).

3. Advertising

The vacancy will be advertised on the Council website and via local media.

4. Applications

Short-listing of candidates will be carried out by a minimum of two Councillors to include Chairman (or representative).

5. Interviews

Short-listed candidates will be interviewed by panel comprising at least three Councillors, to include Chairman (or representative). On completion of interviews, this panel will rank up to three candidates deemed suitable for the job. In the event of an equal vote, the Chairman (or representative) will have a casting vote.

6. References

Candidates will be asked to provide two references (if possible, one character reference and one from an employer); references will be taken up prior to offering the post to a candidate.

7. Appointment

The Chairman (or representative) will offer the post to the chosen candidate, subject to satisfactory references. The candidate will normally be informed of the post offer within two weeks of the interview.