



This is a Category 1 Policy (Full Delegation)

This policy is in force until further notice from:	July 2022
This policy must be reviewed by no later than*: <i>*This refers to the term in which the Policy must be reviewed by the appropriate Committee for recommendation to the Board.</i>	Autumn 2024
Policy Author(s):	Head of HR
Date policy reviewed by Committee and Minute reference	People and Compliance Committee: 5 July 2022
Date Policy approved by the Trust Board and Minute reference	13 July 2022 (Minute reference: 53.13)
Location of publication of policy:	Governor Hub/ AST Website/ Internal Records & Intranet

## CONTENTS

.....	3
.....	3
.....	4
.....	5
.....	6
.....	6
.....	7
.....	9
.....	9



observations and interviews. They may be required for other elements of the recruitment process depending on the role and school.

..... u ..... u .....





Before the interviews the selection panel will agree on the interview format. 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. No questions which would be







programme will include safeguarding and child protection training (including online safety).