



CONCORD COLLEGE

Information for Applicants (Support Staff)



About Concord College

Concord College is England's premier co-educational international boarding school providing GCSE and A Level courses. Set in 77 acres of Shropshire parkland, the College combines outstanding facilities with first-rate academic performance. The College is regularly rated in the top 20 schools in the UK. Students are cared for by dedicated staff in a safe and beautiful environment.

We draw students from all over the world, though our principal international markets are Malaysia, Singapore, Indonesia and China. We currently have 520 students, 56 of which are UK students.

Our History

Concord College was established in 1949 as a direct response to World War Two and with the purpose of using education to promote international understanding. Formerly situated in Tonbridge Wells, it moved to its present site in 1973 to provide room for expansion and in 1983 it became a charitable trust. Over the years, students from over eighty countries have attended Concord. The college is a member of The Independent Schools Council, the Boarding Schools Association and the Society of Heads.

The current Principal, Mr Neil Hawkins was appointed in 2005. Since his appointment the College has grown in size by 60% and £16 million has been spent on the development of academic, pastoral and extra-curricular facilities.

Ethos

Concord College is an international community committed to high academic standards, dedication and mutual respect. The college provides a safe, modern and friendly environment in which students can fulfil their potential. Students are expected to behave in a way that promotes decency, harmony and trust. They should strive to achieve their best at all times. Staff will support them in this goal.

Facilities

Facilities at Concord College are superb. Based around an historic main building, there are many new additions. We have a stunning theatre and music school as well as an outstanding science facility. Students eat their meals in the college dining room and select from an array of international cuisine. Special diets are catered for.

Most students have individual study bedrooms on campus, some with en-suite bathrooms. Students have a wide variety of facilities including a sports hall, student common room, social club and student kitchen/diner.



Safeguarding and Child Protection

The College believes that it has a central role and responsibility in caring for the welfare of its students and in both preventing and protecting our students from abuse. It recognises its statutory duties to pass on these concerns and to work with other agencies in the field of Safeguarding Children. Furthermore, the College strives to meet the Five Outcomes of the government publication, “Every Child Matters” in helping its students to achieve their full potential in terms of: Staying Safe; Being Healthy; Enjoying & Achieving; Making a Positive Contribution; Achieving Economic Wellbeing.

The College will operate safe recruitment procedures; require the Children’s Safeguards Manager to receive training in child protection and inter-agency working, which shall be updated every two years; require the Principal and all staff to receive training in child protection, which shall be updated every three years; and require that any deficiencies or weaknesses in child protection arrangements be remedied without delay.

Concord College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Child protection screening is undertaken, which includes checks with past employers and the Disclosure and Barring Service.

Recruitment and Selection Procedures

1. RECRUITMENT ADVERTISING

Recruitment advertising occurs internally, in the local or national press and elsewhere as applicable.

All adverts and job descriptions contain a reference to Child Protection, which is normally worded:

‘Concord College is committed to safeguarding and promoting the welfare of children and young people. Child protection screening is undertaken which includes checks with past employers and the Disclosure and Barring Service.’

2. RECRUITMENT PACK

All applicants are sent a recruitment pack containing the following:

- Job description/person specification
- Application form (including Employment History section)
- Safeguarding and Child Protection Policy Statement
- Recruitment and Selection Procedures
- Recruitment of Ex Offenders Policy
- Information about the College as appropriate

3. APPLICATION

All posts require a Concord College application form to be completed as fully and effectively as possible. The information provided will be used for recruitment and selection purposes only. Please note that the question on date of birth is not discriminatory and is asked to ensure correct identification of the candidate in accordance with the DfES document ‘Safeguarding Children and Safer Recruitment in Education’.

- No personally devised CVs can be accepted as an alternative.
- A full employment history is required.
- Any gap/concern in the information provided on the application form will be followed up, preferably before the candidate arrives for interview. If not resolved beforehand, any gap/concern will be thoroughly investigated at interview.
- The application form states 'an enhanced DBS check will be carried out before any appointment is made.'

4. SHORTLISTING

Following the closing date all application forms will be carefully read and considered by a Recruitment Selection Panel.

If applicants have not been contacted within 4 weeks from the closing date, they should consider their application to be unsuccessful.

5. REFERENCES

References are taken up prior to an offer of employment being made and occasionally at the short-listing stage.

- Two written references are required. One referee must be the applicant's current employer.
- Open 'to whom it may concern' references and testimonials are not acceptable.
- References written by family or friends are not acceptable.
- Telephone/verbal references alone are not acceptable, and must be confirmed in writing. In addition, if there are any follow-up queries by telephone then anything substantial added to the original reference will be formally recorded and the referee asked to confirm that in writing.
- Referees will be asked about an applicant's suitability to work with children and about disciplinary offences (whether current or time expired) and about whether the applicant has been the subject of any child protection allegations or concerns and if so, the outcome of any enquiry or disciplinary procedure.
- Referees will be contacted by telephone to obtain confirmation that the reference is genuine.

6. INTERVIEWS

- Interview and visit procedures will vary according to the post, but will normally include a tour of the school, introduction to relevant members of staff and, in the case of teachers, will usually include teaching a lesson.
- Certain interview questions will be agreed in advance and asked of all the candidates (there will obviously be some variation dependent on information provided in the application). During the interview it is likely that an applicant's answers will also lead to some variations in follow-up questions.
- Child protection questions will feature within the interview.
- There will be at least two interviewers involved in the process of interview (but they will not necessarily interview simultaneously). In the case of teachers, ideally one of these will have undertaken safer recruitment training as recommended by the DfE.
- Qualifications will be verified. This involves seeing the original or certified copy of certificates, diplomas, etc, as appropriate. If this is not possible then the successful candidate will be asked to obtain written confirmation of the relevant qualifications from the awarding body. Qualifications will be checked with the awarding body.

- Identity will be checked. This involves seeing a candidate's passport or photo driving licence, a full birth certificate and, if applicable, any documentation evidencing a change of name (eg. marriage certificate) and a utility bill or financial statement showing the candidate's current name and address. Photocopies are not sufficient.
- The right to work in the UK will be checked and copies of the relevant documentation, eg. passport, will be held in the personnel file of each successful applicant.
- Candidate assessment notes will be taken at interview and a meeting held post interview to discuss the candidates before a decision is taken on the appointment.
- All interview records are securely stored for 6 months after which those for unsuccessful applicants are destroyed.

7. OFFERS OF EMPLOYMENT

Offers of employment are subject to the following:

- The applicant providing accurate information. Provision of false information is an offence and could lead to possible referral to the police and/or the DCSF Children's Safeguarding Operations Unit. Applicants should note that College appointments are exempt from the Rehabilitation of Offenders Act and therefore all convictions, cautions and bind-overs, including those regarded as 'spent' must be declared.
- **Criminal background checks.** The procedures laid down by the Disclosure and Barring Service (DBS) are followed. All employees must have an enhanced DBS check, not a standard check, the cost of which is currently met by the College. A certificate is sent directly to the applicant and must be sent to the College immediately on receipt only if it contains additional information. The original document will be returned to the employee and a copy retained on file in accordance with our Policy on Secure Storage, Handling, Use, Retention and Disposal of Disclosures and Disclosure Information. Any matters revealed in the certificate information will be discussed with the applicant before the decision is taken to withdraw an offer of employment.
- Where a candidate has worked or been resident overseas in the previous 5 years, such checks and confirmations as the College may require in accordance with statutory guidance (eg. a written report from a local police station confirming that the person has no record and is suitable to work with children). In addition, the College will check the NCTL Teacher Services system for sanctions or restrictions imposed within the EEA.
- Verification of medical fitness by completion of a medical questionnaire, in order to comply with the Health and Safety at Work Act 1974 and DCSF Circular 4/99 Physical and Mental Fitness to Teach of Teachers and Entrants to Initial Teacher Training.
- Verification of qualifications (for teaching staff). The status of qualified teachers is checked using the NCTL on-line service.
- Receipt of at least two satisfactory references and verification by telephone.

8. DATA PROTECTION

The information provided on the application form will be processed using manual and computer records. The application form will be held on the personnel file of each successful applicant. The application forms of unsuccessful applicants will be destroyed after a period of twelve months.

9. DBS CERTIFICATE INFORMATION

DBS certificate information is kept confidential and communicated on a need to know basis only. Certificates are not placed in the candidate's personnel file but stored separately and securely within a locked cabinet. Certificate information is kept for 6 months in accordance with the DBS Code of Practice. It is then shredded, but the College keeps a record of the date of issue, the name of the subject, the position for which the certificate was requested, and the unique reference number of the certificate.

10. EQUAL OPPORTUNITIES

All staff involved in the recruitment and selection of staff will treat applicants fairly and make decisions objectively and in line with the College's commitment to equal opportunities by:

- ensuring that no job application or employee receives less favourable treatment on the grounds of age, disability, sex, gender reassignment, marital or civil partnership status, pregnancy and maternity, race (including colour, nationality, ethnic or national origins), religion/belief or sexual orientation;
- ensuring that all employees are recruited on the basis of ability, qualifications and experience as measured against the job description/person specification.

Concord College welcomes applications for employment from disabled people and is committed to providing reasonable adjustments, where necessary, to make interviews and jobs more accessible to disabled people.

Recruitment of Ex Offenders

As an organisation using the Disclosure and Barring Service (DBS) service to assess applicants' suitability for positions of trust, Concord College complies fully with the Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a DBS check on the basis of a conviction or other information revealed.

This policy is made available to all DBS check applicants, as part of the recruitment process. Every subject of a DBS check is made aware of the existence of the Code of Practice and also that a copy is available on request.

Concord College is committed to the fair treatment of its staff, potential staff or students, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.

A DBS check is requested for every individual being offered employment at Concord College. This is clearly stated on our application forms and recruitment briefs. Our application form also requests from applicants details of any criminal convictions, and we guarantee that this information will only be seen by those who need to see it as part of the recruitment process. Failure to disclose a conviction which is later revealed by an enhanced DBS check will result in an offer of employment being withdrawn.

We ensure that all those at Concord College who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.

At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to an offer of employment being withdrawn or termination of employment.

We undertake to discuss any matter revealed by a DBS check with the person seeking the position before withdrawing a conditional offer of employment.

Having a criminal record will not necessarily bar an applicant from obtaining a position at Concord College. This will depend on the nature of the position and the circumstances and background of the offences.