



Our Recruitment & Induction Statement

Temple Springs is committed to promoting the welfare of children and young people and keeping them safe. We are also committed to equality, valuing diversity and working inclusively across all of our activities.

We aim to have a workforce that represents a variety of backgrounds and cultures and can provide the relevant knowledge, abilities and skills for our organisation.

We aim to:

- To recruit the best people available to join our workforce.
- To take all reasonable steps to prevent unsuitable people from joining our organisation.
- To recruit and manage our staff in a way that complies with legislation designed to combat inequality and discrimination.
- To do all we can to achieve and maintain a diverse workforce.
- To ensure that our recruitment and selection processes are consistent and transparent.
- To ensure candidates are judged to be competent before we make them an offer of a job.
- To ensure that new members of staff are given a proper induction.

This policy applies to anyone responsible for recruiting and inducting staff and volunteers in Temple Springs and all who participate in shortlisting and interview panels.