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| **Eàrr-ràdh 27** | Appendix 27 |
| **Poileasaidh Fastaidh** | **Recruitment Policy** |
| Mar fhastaiche airson seirbheis Ionnsachaidh Thràth-bhliadhnaichean is Cùram Chloinne -  Buidheann Pàrant is Pàiste......................................  Nì sinn cinnteach gu bheil ar luchd-obrach freagarrach is iomchaidh gus obair còmhla ri clann. Tha a bhith freagarrach is iomchaidh gus obair ann an dreuchd an lùib Ionnsachadh Thràth-bhliadhnaichean no Cùram Chloinne a’ ciallachadh gum bi sgilean, eòlas is eòlas air an obair aig luchd-iarrtais a bhuineas ris an dreuchd is na dleastanasan a bhios aca; bidh iad slàn gu corporra is nan inntinn gus obair còmhla ri clann òga; cha bhi iad air an toirmeasg bho bhith ag obair còmhla ri clann agus bidh iad a’ sealltainn gu bheil iad onarach is beusach.  Tha e na amas don t-seirbheis seo modhan trusaidh is taghaidh sàbhailte, cothromach is cunbhalach a chur air adhart. Nì i a dìcheall nach bi leth-bhreith ga dhèanamh air duine sam bith agus gum faigh daoine cothrom co-ionann air dreuchdan bàna. Nì i cinnteach gun cumar ris gach lagh is riaghailt co-cheangailte ri fastadh dhaoine.  Bidh gach dreuchd sa bheil an neach ag obair còmhla ri clann air an saoradh bho Achd Ath-ghnàthachadh nan Eucorach 1974 air sgàth Òrdugh nan Às-dùnaidhean is Saoraidhean (Alba) 2003.  Bidh aig luchd-iarrtais a shoirbhicheas ri dhol an sàs san Sgeama ‘Protecting Vulnerable Groups’ (PVG).  Nì an t-seirbheis cinnteach gun tèid luchd-obrach is luchd saor-thoileach cunbhalach a thrusadh is a thaghadh le pròiseas làidir is stèidhichte a ghabhas ealla ri modhan trusaidh cothromach is sàbhailte.  Thèid am poileasaidh seo a sgrùdadh gu cunbhalach agus thèid ath-sgrùdadh a dhèanamh air gach bliadhna. | As an Early Learning and Childcare service employer ………………………………………Parent and Toddler group  We will ensure that our employees are suitable and fit to work with children. Suitability and fitness for an Early Learning and Childcare post means applicants will have skills, knowledge and experience relevant to their roles and responsibilities; will be physically and mentally fit to work with young children; will not be barred from regulated work with children and will show integrity and good character.  The service is committed to promoting a safe, fair and consistent recruitment and selection practices. It will seek to ensure that there are no discriminatory practices and there is equal access to job vacancies. It will ensure compliance with all relevant employment and associated legislation and regulations.  All posts which involve regulated work with children are exempt from the Rehabilitation of Offenders Act 1974 by the Exclusions and Exceptions Scotland Order 2003.  Successful applicants will be required to join the Protecting Vulnerable Groups (PVG) Scheme.  The service will ensure that staff and regular volunteers are recruited and selected through a rigorous and well established process that takes account of fair and safe recruitment practices which include:  This policy will be monitored on an ongoing basis and reviewed annually. |