

Employment and recruitment policy

This policy covers the recruitment of paid employees and unpaid volunteers for Growing Hope. Its aim is to ensure that employees and volunteers are recruited fairly and have the necessary competence, experience and integrity to undertake their roles effectively. It also aims to ensure safe recruitment, with the correct background checks being undertaken. It will encourage a transparent and consistent recruitment process.

Growing Hope is a Christian organisation, and a Christian ethos underpins all its work.

Growing Hope is committed to equal opportunities and will not discriminate on the basis of the protected characteristics of the Equality Act 2010: gender, age, race, disability, sexual orientation, religion, gender reassignment, marriage or civil partnership or pregnancy and maternity.

Because of our Christian ethos there are some posts in clinics which can only be filled by Christians. The nature of these posts gives rise to a genuine occupational requirement (GOR) for the post-holders to be Christians. All staff in these posts are required to demonstrate a clear, personal commitment to the Christian faith and to be active members of the local church in which the clinic works in partnership for the duration of their employment with Growing Hope.

Disclosure and Barring Service (DBS) checks will be undertaken for those roles which require it and recruitment will be in line with the Rehabilitation of Offenders Act 1974. All data relating to recruitment will be kept confidential and processed in line with our Data Protection Policy.

Date Adopted: November 2017

This policy should be read alongside other Growing Hope policies.