

# RECRUITMENT POLICY

## **Rationale:**

Successful recruitment strategies build staff morale, bring new ideas, respond to the needs of students, and help to provide a strong and diverse staff.

## **Aims:**

To assist in the ongoing development of staff via targeted and successful recruitment.

## **Implementation:**

- All recruitment at our school will be consistent with Department of Education and Training, and Merit Protection Boards requirements.
- All staff will be given the opportunity to undertake Merit Protection Boards training.
- A wide variety of staff will be used on selection panels.
- Vacancies will be advertised on the DEECD's "Recruitment On-line" web-site. On some occasions, it may be necessary to advertise in metropolitan and local newspapers.
- It is recognised that staff from a variety of social, ethnic, cultural, religious and educational backgrounds bring with them a rich mixture of skills and experiences.
- The school's workforce plan will be a transparent and accessible document that reflects student needs, charter priorities and budget realities.
- The principal in consultation with the Consultative Committee, the School Council and all staff will develop the workforce plan.
- The workforce plan will be considerate of non-traditional teaching and non-teaching staffing combinations.
- Flexible work options will be explored and implemented where appropriate.
- The school will be receptive to graduate teachers and graduate recruitment programs.
- All recruited staff will undertake a significant induction program.
- Mentoring will be a feature of our staff induction program.

## **Evaluation:**

To be reviewed as part of the school's three-year review cycle.

This policy was last ratified by School Council in....

**NOVEMBER 2008**