



Recruitment & Selection Policy Commitments

Telford & Wrekin Council is a positive and innovative place to work with a strong vision and purpose. Our employees are fundamental in achieving this vision. We recognise the importance of recruiting individuals who can demonstrate that they have the skills, values and behaviours required to enable the Council to deliver its priorities.



We adopt a consistent yet flexible approach to recruitment, selection, on-boarding and induction, which enables the Council to recruit the right people with the right skills in the right place at the right time.

All recruitment and selection activity is underpinned by the [Council's Equal Opportunities Charter](#).

Applicants who declare that they have a disability, are ex-forces personnel or are from a care background will be considered in accordance with the [Council's Guaranteed Interview Scheme](#).

As a Council we are committed to:

- Being an inclusive employer, providing job opportunities that are accessible to all
- Promoting vigilance through safer recruitment, thereby making it as difficult as possible for unsuitable people to gain access to children, vulnerable adults and sensitive information
- Ensuring that employees are paid and rewarded fairly in accordance with equal pay legislation
- Being an employer of choice, aiming to attract candidates from a diverse range of backgrounds and offering a flexible working environment and attractive reward and benefits package
- Providing all candidates with a positive recruitment experience
- Equipping managers with the skills required to recruit and select candidates in a fair, open and transparent manner

We expect all individuals who apply for a job with us to be treated fairly and within the expectations outlined in our policy commitments. Any applicant who considers that they have been unfairly treated through a recruitment and selection process should submit their concerns for the attention of the HR Manager via the HRhelpdesk@telford.gov.uk within 10 working days of the event taking place.