**THE SELECTION PROCESS**

Selection techniques will be determined by the nature and duties of the post but all vacancies will require an interview of short-listed candidates.

 Interviews will always be face-to-face.

Candidates will be required to:

* Explain any gaps in employment
* Explain satisfactorily any anomalies or discrepancies in the information available to the panel
* Declare any information that is likely to appear on the DBS disclosure
* Demonstrate their ability to safeguard and protect the welfare of children and young people.