

Recruitment and Selection - Managers Guidance

Legislation

All managers have a duty to recruit in accordance with the Law and in keeping with Council policy. The main areas of legislation which relate to recruitment and selection are summarised as follows:-

Local Government and Housing Act 1989

The Local Government and Housing Act 1989 stipulates that every appointment of a person to a paid office of employment with a local council "shall be made on merit". This means that we should practice open recruitment with jobs advertised to as wide a field as practical and that the most able candidate should be selected from the available field so that the best possible use is made of public money to provide services to the people of Derbyshire. This is not to say that we cannot only advertise internally where this is appropriate.

Asylum and Immigration Act 1996

The Asylum and Immigration Act 1996 makes it an offence for an employer to employ those who do not have permission to live or to work in the United Kingdom. Detailed information about the ID checking process is available on our website under Working for Us, Find a Job with Us, Your Application.

The Equality Act 2010

The Equality Act 2010 brought together all previously existing equality legislation (e.g. The Disability Discrimination Act etc.) in one place. It states that it is unlawful to discriminate against someone on account of their

Age
Disability
Gender re-assignment
Marriage and civil partnership
Pregnancy and maternity
Race
Religion or belief
Sex
Sexual orientation

More information about the Equality Act is available in the guidance section on Equality and Diversity.

There is also information on the Equality and Human Rights Commission website.