

## Difference Leaders Programme – Recruitment Policy

### Diversity and Equal Opportunities

The Difference is committed to diversity and equality of opportunity, and recognises the under-representation of certain groups in the teaching profession, especially in leadership roles.<sup>1</sup> We are committed to our legal obligations and to the positive promotion of equality of opportunity.

The Difference is committed to ensuring that the cohort of Difference Leaders is representative of our society, and of the children Difference Leaders work with. In order to play our part in improving equality of opportunity, The Difference may take positive actions – under the Equality Act 2010<sup>2</sup> – within recruitment processes for The Difference Leaders Programme.

The Difference has not set quotas for diversity, and all candidates are judged on their ability to demonstrate [The Difference Competencies](#), at all stages.

The Difference is able to make reasonable adjustments for people with disabilities. Please contact [recruitment@the-difference.com](mailto:recruitment@the-difference.com) if this applies to you.

All personal and sensitive personal information, including information on protected characteristics, will be anonymised when analysed or shared. For more information please see our [Data Collection and Privacy Notice](#).

For clarity, below we set out what information may be used at the different stages of the recruitment process:

- Registration Form – eligibility check

Information on protected characteristics<sup>3</sup> and personal information are not used to assess eligibility. This information is only used for The Difference's own monitoring and evaluation purposes, and will be anonymised when analysed or shared.

- Online Application

Your full online application is read by the recruitment team, to ensure eligibility for the programme (e.g. consent to DBS, Criminal Convictions, Declaration). However, assessors see only your responses to the two Competency Questions when scoring your application. Personal information (including your name) and protected characteristics are not visible to assessors when scoring your responses. We anticipate holding phone interviews for all candidates who demonstrate the competencies at online application.

- Phone Interview

Phone interviews are held by member of The Difference team, who will have access to your online application. Phone calls are scored according to [The Difference Competencies](#). The Difference may use positive actions – under the Equality Act 2010 – if needed to distinguish between two candidates with equal scores.

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<sup>1</sup> See, for example: [Statement of intent on the diversity of the teaching workforce – setting the case for a diverse teaching workforce](#) (DfE, 2018)

<sup>2</sup> See: [Equality Act 2010](#)

<sup>3</sup> See [Equality Act 2010 – Discrimination and your Rights](#) (Citizens Advice)

- Selection Centre

Selection centres involve a range of activities and both internal and external assessors. They are designed to test all of [The Difference Competencies](#). Except for your work history, no information from your application is used to assess you at selection centre. All candidates who demonstrate the competencies at selection centre will have successfully passed The Difference Recruitment Process. The Difference will not make any use of protected characteristics at this stage.

- Matching Process

Matching you to a school takes into consideration: geography, subject specialism, teaching and leadership experience. We will not use protected characteristics when matching you to a school.

We hope this document makes clear how we intend to use the information you give us. If you have any questions, please contact [recruitment@the-difference.com](mailto:recruitment@the-difference.com).