

# Legal Considerations in the Recruitment Process and Work Placements

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## Recruitment – Legal Issues

- Discrimination
  - An employer must not:
    - Discriminate or victimise a person in the arrangements it makes for deciding whom to offer employment, or
    - By not offering employment
    - Harass a person who has applied for employment

*Sections 39 and 40 Equality Act 2010*

## Recruitment – Legal Issues

- Job advertisements
- Content of application forms
- Interviews
- Vicariously liable for acts of employees

## Recruitment – Avoid the risk of claims

- Job descriptions and person specification
- Fair and consistent selection process
- Create a paper trail
- Training

## Work Placements – Legal Considerations

- Confidentiality
- Assignment of IP rights
- Data Protection
- Health & Safety
- Induction

## Contact details



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Thank You

