



From: Sent: 07 September 2021 14:25 To: Cc: Subject: RE: Advice on shortlisting 387-0-4590-LH

I have had a chat with and we have agreed to tweak the eligibility criteria in the advert text as per the attached and then re-advertise for a further 2 weeks.

We have agreed that we will email the existing candidates with the following message:-

It has been brought to our attention that there were some unforeseen consequences as a result of the advert text in the role that you have applied for which may have dissuaded older applicants from applying. As a result we have taken the opportunity to revise the advert text and re-advertise this vacancy for a further 2 weeks. Please be assured that your current application will be moved across to the new vacancy and you do not need to reapply for this role.



From: Sent: 07 September 2021 13:31 To: Cc: Subject: FW: Advice on shortlisting 387-WC-4590-LH

Dear I have spoken to provide and had further helpful additional advice to supplement that below. I think we need to re-advertise. I'd welcome an opportunity to speak to you as to how we might expedite this so that we can progress swiftly with the reworded advertisement. I would also like to find a way to reconcile this with our existing process, notify the candidates and indicate that they do not need to re-apply etc etc.



From: Sent: 07 September 2021 12:01 To: Cc:

Subject: RE: Advice on shortlisting 387-WC-4590-LH

I have had an opportunity to look at this now. My take on it is this:

As I understand it, the minimum requirements for Qualifications and Training for ALL candidates is a Honours degree in Psychology, **or equivalent** (at least 2:1) which in turn gives them the eligibility criteria for Graduate Basis for Chartership with the BPS (essential for shortlisting for all applicants AND essential requirement to work as an Assistant Psychologist). The '**or equivalent**' already provides lots of discretion to candidates to offer alternative routes to meet the Qualifications and Training including people with postgraduate qualifications from years ago that fulfil the essential criteria.

Unfortunately the wording in the vacancy guidelines on the supporting statement guidelines can be seen a bit clumsy **'I have a psychology undergraduate degree 2:1 or above with Graduate Basis for Chartership <u>awarded less than 18 months ago'</u> can give the impression that the organisation is only looking to 'younger more recent graduates i.e. 22-25 years of age'**

However, I am making an assumption that once you have been accepted on the GBC by BPS you have a window of 18 months to find work experience placement. After 18 months you have to reapply for GBC. The 18 months is to make sure that your knowledge of Psychology is reasonably current. If it is not you would have to undertake a 'bridging' course to qualify for GBC.

If my hypothesis above is correct, the applicant in question has absolutely no grounds for exemptions on the 'conditions' of (a) graduating within 18 months, and (b) not having a masters degree except in specific topics. This is not about age discrimination but to ensure minimum competency standard for the job as it is a regulated profession with strict professional/clinical guidelines that need to be adhered to.

Moreover, the job purpose is to provide **'access'** to experience in Psychology for psychology graduates who may typically encounter additional systemic challenges in securing such experience (e.g. due to socio-economic disadvantage, caring responsibilities, discrimination or bias etc.). The job purpose is NOT about dumbing down the qualification/training essential criteria for people from particular backgrounds as above.

From: Sent: 06 September 2021 17:12	
To:	
Cc: Subject: RE: Advice on shortlisting 387-WC-4590-LH	



From: Sent: 06 September 2021 16:53 To:

Cc: Subject: RE: Advice on shortlisting 387-WC-4590-LH
Can you send me the JD and person spec please? A number of assumptions being made
ent: 06 September 2021 16:03
o: c: ubject: RE: Advice on shortlisting 387-WC-4590-LH
Vould you mind providing an update as this vacancy is currently on hold pending your advice?
From: September 2021 15:09
o: ubject: RE: Advice on shortlisting 387-wc-4590-LH
, I wondered if we had any guidance on this. is now on leave but I have picked this up and we are hoping to make progress followin ur shortlisting which has been complete for a couple of weeks now.
rom:
ent: 01 September 2021 14:33 o: subject: RE: Advice on shortlisting 387-WC-4590-LH
Dur EDI lead was only back from leave yesterday, however has committed to providing advice by the end of the week.
-rom:
ient: 01 September 2021 12:03 io: Subject: RE: Advice on Shortlisting 387-WC-4590-LH

Hello , I am back from leave and just picking this up. I'm keen to make progress soon if we can proceed with our assessment or indeed if we have to start again from scratch. Have you been able to get any definitive advice on whether we can go ahead?

From: Sent: 26 August 2021 12:52 To: Control C
Thank you - that's great! Completely understand - we want this to be a fair process
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From: Sent: 26 August 2021 12:46 PM To: Cc: Subject: RE: Advice on shortlisting 387-WC-4590-LH
Yes of course can email and just say that the we are looking to reschedule the date and will be in contact in due course.
With regards to the specific challenge it does require some fairly complex HR advice. Unfortunately, the Trusts EDI lead is on leave this week but will be on Tuesday and will be able to advise at that point.
From: Sent: 26 August 2021 12:42 To: Subject: Re: Advice on shortlisting 387-WC-4590-LH Importance: High
Following on from my last email, I have had a chance to discuss this with and we have decided not to go ahead on 03-SEP-2021. This date was not advertised anywhere so should not be problematic.

We wondered though whether it would be possible to send a message to all candidates acknowledging the delay and telling them not to assume they have not been shortlisted but that we will aim to let people know as soon as possible? Is that something that could be managed your end?

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From:
Sent: 26 August 2021 10:22 AM
Го:
Cc:
Subject: Advice on shortlisting 387-WC-4590-LH

Thank you for looking into the response to the candidate requesting exemption from the eligibility criteria. I appreciate this may be complex and it's important to get it right.

I am just conscious that we had set the assessment date for next Friday (03-SEP-2021) and until this issue is resolved we cannot re-close the shortlisting and contact candidates about the day. I wonder if you would advise postponing the assessment centre as I know it is policy to give candidates at least a week's notice.

Grateful for your advice. I am on	if easier to discuss over the phone
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