



HUNTER

Executive talent for the healthcare sector

English Language Competency Policy

Hunter Healthcare is a recruitment agency and business specialising in healthcare services. We do not discriminate on the grounds of gender, sexual orientation, marital or civil partner status, pregnancy or maternity, gender reassignment, race, colour, nationality, ethnic or national origin, religion or belief, disability or age.

This policy explains our policy and procedures that you will need to be aware in respect of positive disclosures should you wish to use our services, whether as a candidate or client. You should familiarize yourself with it and comply with it at all times. Any questions you may have with regard to its contents or what you have to do to comply with it should be referred to Rosie Beckford, Head of Compliance at Hunter Healthcare.

This policy applies to our candidates, consultants, contractors and clients. It does not form part of any agreement with us unless stated otherwise in our contract with you which will be provided to you separately.

Our Head of Compliance has overall responsibility for this policy and for ensuring that our procedures comply with our legal obligations.

This policy is reviewed each year to ensure that its provisions continue to meet our legal obligations and reflect best practice.

Hunter Healthcare are committed to ensuring that all candidates are suitable to practise their profession when considering recruitment of the candidates. Whilst the individuals will be registered with a professional body this alone will not always guarantee their language skills to perform their role. It is the role of Hunter Healthcare Resourcing Ltd to ensure that through robust recruitment processes that the individual is suitable and has the necessary language competency to carry out their job role.

For UK nationals they are not required to evidence their English language competency, during our interview process we would determine that we are happy with their level of English language. When recruiting candidates, to meet the English language requirement they must meet at least one of the following criteria:

- Be a national of a majority English speaking country or have worked in an organisation/institution where English was the primary language used.
- Pursued part of their education in the UK.
- Hold a degree or relevant educational qualification that was taught in English by a recognised institution abroad.
- Have lived in a multi-lingual household in which a relative or a carer used English as their primary form of communication.
- Pass an English language competency test.

Hunter Healthcare
Resourcing Limited

49 Welbeck Street
Marylebone
London
W1G 9XN
T: 020 79354570

Camperdene House
High Street, Chipping Campden
Gloucestershire
GL55 6AT
T: 01386 841179

E: enquiries@hunter-healthcare.com
W: hunter-healthcare.com

Registered in England.
Registered No. 07600695



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The requirements as listed above, will be evidenced during the interview process. The Home Office have highlighted the following countries as a majority English speaking country:

Antigua and Barbuda	Australia	The Bahamas
Barbados	Belize	Canada
Dominica	Grenada	Guyana
Jamaica	New Zealand	St Kitts and Nevis
St Lucia	St Vincent and the Grenadines	Trinidad and Tobago
United States of America		

In addition, when meeting a candidate for a face to face interview you should make a judgment on their English language competency and complete the interview question regarding this with confidence that the candidate is suitable. Whilst qualification checks are not compulsory in some circumstances for candidates registered with a professional body it may be advised to evidence these if you have any concerns with the requirements that they meet the English language criteria.

If you have concerns in the interview about their written or oral English language competency then they must take an English competency test and obtain a satisfactory result as part of the recruitment process.

Further information can be found in the Language Competency, Good Practice Guidance For Employers.

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