



## **MANAGING RECRUITMENT AGENCIES POLICY**

### **PURPOSE:**

This policy is to provide clear and consistent guidance for relationships between the school and education agencies. This policy should be read in conjunction with the Agency Agreement, and The Education (Pastoral Care of International Students) Code of Practice 2016 (including Amendments 2019).

### **MANAGING RECRUITMENT AGENCIES:**

#### **Contracts**

The school will sign agreements with all education agencies who recruit students for the school.

#### **Reference Checks**

The school will enter into working relationships with reputable agencies, once a reference check has been carried out and all supporting documentation has been submitted by the agency, i.e., an Agency Application Form, and other supporting documentation the school deems necessary. Results of reference checks will be recorded by international staff.

#### **Ethical Conduct**

New Zealand is a signatory to the Statement of Principles for the Ethical Recruitment of International Students by Education Agents and Consultants (to be known as the London Statement of Principles) and operates under The Education (Pastoral Care of International Students) Code of Practice 2016 (including Amendments 2019). Recruitment agencies will be informed about, and will comply with, the requirements of the Code and the London Statement of Principles.

#### **Action for Breach**

Where agencies are found to contravene the Code and/or the London Statement of Principles, the school will apply the appropriate sanctions as detailed in the Agency Agreement.

#### **Commissions**

The school will pay commission to the agency as set out in the Agency Agreement. The commission rate will generally be 15% of tuition fees in the first year of enrolment and 15% thereafter. The school reserves the right to make other commission or incentive arrangements with selected agencies by special negotiation.

The school will generally pay commissions to contracted agencies upon receipt of an invoice. We will endeavour to have commission payments made within four weeks after the student has commenced at the school and is subject to the tuition fee being received by the school.

The school may elect to make special arrangements with trusted agencies to allow the agency to withhold commissions from tuition payments due to the school. Such arrangements are at the sole discretion of the school and no commissions should be withheld by an agency without prior agreement from the school.

Where a student does not see out the entire period of their enrolment at the school, the school may, on a case by case basis, decide whether or not to request a refund of all or any part of any commission fees paid to an agency.

The school will have no obligation to pay commission fees to any agency with whom the school does not have a signed Agency Agreement.

### **AGENCY MONITORING AND REVIEW:**

The school will review the conduct and performance of its agencies as part of an annual self-review. The school will collect and record appropriate evidence of agency reviews.

### **REPORTING:**

The staff member in charge of international education will report directly to the school Principal on the performance of the school's contracted agencies and report any breaches of the Code that may lead to the termination of an agency contract.

This policy is intended to be consistent with the requirements of the Privacy Act 2020.

<b>New/Reviewed</b>	<b>Tabled</b>	<b>Approved and Adopted by the Board of Trustees on</b>	<b>Signed</b>
New policy	7/2/18	7/2/18	By Robyn van der Sande, Chairperson
Under Review May 2021	1/06/2021	6/07/2021	By Kevin de Jong, Chairperson