

Safer Recruitment Policy

Lady Hawkins' School



Approved by:

Governors

Date: September 2022

Last reviewed on:

September 2024

Next review due by:

September 2025

Contents

Introduction.....	3
Roles and Responsibilities.....	3
Delegation of Appointments and Constitution of Selection Panel.....	4
Advertising.....	4
Information for Applicants	4
Short Listing and Reference Requests	4
Interviews	5
Pre-appointment checks.....	6
Offer of Employment by the Selection Panel	7
Personnel file and Single Central Record.....	7
Start of Employment and Induction.....	7
Adults working with children who are not employed directly by the school	8

Introduction

Lady Hawkins' School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment in every aspect of their work.

We are committed to using disciplinary procedures that deal effectively with adults who fail to comply with the school's safeguarding and child protection procedures and practices, including referring any allegation of abuse against an adult working with children to the Local Authority Designated Officer (LADO) within one working day of the allegation being made. A referral will be made if an adult has:

- behaved in a way that has harmed a child, or may have harmed a child
- possibly committed a criminal offence against or related to a child
- behaved towards a child or children in a way that indicates he or she would pose a risk of harm if they work regularly or closely with children

The purpose of this policy is to set out the requirements of a recruitment process that aims to:

- Attract the best possible applicants to vacancies
- Deter prospective applicants who are unsuitable to work with children or young people
- Identify and reject applicants who are unsuitable to work with children or young people

The appointment of all employees will be made on merit and in accordance with the provisions of Employment Law, Keeping Children Safe in Education September 2016 and the school's Equality Policy.

We will ensure that people are treated solely on the basis of their abilities and potential, in line with our Single Equality Scheme.

We will comply with the requirements of DfE Keeping Children Safe in Education September 2016.

Roles and Responsibilities

The Governing Body of the school will:

- ensure the school has effective policies and procedures in place for the safe and fair recruitment and selection of staff and volunteers in accordance with Department for Education guidance and legal requirements
- monitor the school's compliance with them
- ensure that appropriate staff and governors have completed safer recruitment training

The Headteacher will:

- ensure that the school operates safe and fair recruitment and selection procedures which are regularly reviewed and up-dated to reflect any changes to legislation and statutory guidance
- ensure that all appropriate checks have been carried out on staff and volunteers in the school (see Appendix i)
- monitor any contractors' and agencies' compliance with this document
- promote the safety and well-being of children and young people at every stage of this process

Delegation of Appointments and Constitution of Selection Panel

The Governing Body delegates the power to offer employment for all posts to the Headteacher. The Headteacher may not delegate the power to offer employment to any other senior manager or governor. The Headteacher will aim to involve at least one governor in the appointment of all teaching staff and also in the appointment of other posts, where possible.

Selection panels will comprise a minimum of two people (normally three). In accordance with the statutory requirement, every selection panel will have at least one member who has undertaken Safer Recruitment Training.

Advertising

All vacant posts will be advertised to ensure equality of opportunity and encourage as wide a field of candidates as possible. This will normally mean placing an advertisement externally. However, where there is a reasonable expectation that there are sufficient, suitably qualified internal candidates, or staff are at risk of redundancy, vacancies may be advertised internally before an external advertisement is placed. Any internal recruitment process will follow the procedures set out in this policy.

All advertisements for posts, paid or unpaid, will include the following statements:

“Lady Hawkins’ School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment”

“The successful candidate will have to meet the requirements of the person specification and will be subject to pre-employment checks including a health check, an enhanced DBS check and satisfactory references.”

Information for Applicants

All applicants will be provided with:

- A Job Description, outlining the duties of the post, and a Person Specification
- An Application Form (CVs will not be accepted)
- A description of the school, relevant to the vacant post
- Reference to the school's policy on Equality
- Reference to the Child Protection Policy, Safeguarding Policy, Safer Recruitment and Selection Policy, DBS and other pre-employment requirements
- An outline of terms of employment including salary
- The closing date for the receipt of applications

Prospective applicants must complete, in full, and return a signed application form. Incomplete application forms will be returned to the applicant where the deadline for completed forms has not passed.

Candidates submitting an application form completed online will be asked to sign the form if invited to interview.

A CV will not be accepted in place of a completed application form.

Short Listing and Reference Requests

The selection panel will shortlist applicants against the Person Specification for the post. The criteria for selection will be consistently applied to all applicants. The selection panel will agree the applicants to be invited to interview.

Two references, one of which must be from the candidate's current/most recent employer, will be taken up before the selection stage so that any discrepancies may be probed during this stage of the selection process. Candidates are entitled to see and receive copies of their employment references and should request these from their referees.

References will be sought directly from the referee and, where necessary, s/he will be contacted to clarify any anomalies or discrepancies. Detailed written records will be kept of such exchanges.

Where necessary, previous employers who have not been named as referees may be contacted in order to clarify any such anomalies or discrepancies. Detailed written records will be kept of such exchanges.

If a candidate for a post working with children is not currently employed in a post working with children, a reference will be sought from the most recent employment in which the candidate has worked with children to confirm details of the candidate's employment and his/her reasons for leaving.

Reference requests will ask the referee to confirm, in writing:

- The referee's relationship to the candidate
- Details of the candidate's current post and salary
- The candidate's performance history and conduct
- Whether the candidate has been subject to capability procedures and the outcome of this
- Whether the candidate has been subject to disciplinary action relating to the safety and welfare of children, including where the sanction has expired, and the outcome of this
- Details of any substantiated allegations or concerns about the candidate relating to the safety and welfare of children
- Whether the referee has any reservations as to the candidate's suitability to work with children and young people (if so, the school will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children)
- The candidate's suitability for the post with explicit reference to the job description and person specification.

All appointments are subject to satisfactory references, vetting procedures and DBS clearance

References are the "property" of the selection panel and strict confidentiality will be observed. Employer testimonials i.e. those provided by the candidate and/or marked 'to whom it may concern' will not be accepted. References must be in writing and be specific to the job for which the candidate has applied. The selection panel will not accept references from relatives or people writing solely in the capacity as a friend of the candidate, for any post. References will be verified and any discrepancies or areas of potential concern will be discussed with the candidate at interview.

If the field of applicants is felt to be weak, the post may be re-advertised.

Interviews

Before the interviews, the selection panel will agree on the interview format.

Selection techniques will be determined by the nature and duties of the vacant post, but all vacancies will require an interview of short-listed candidates.

Interviews will always be face-to-face. Telephone interviews may be used at the short-listing stage but will not be a substitute for a face-to-face interview (which may be via visual electronic link).

Candidates invited to interview will receive:

- A letter confirming the interview and any other selection techniques
- Details of the interview day including details of the panel members
- Details of any tasks to be undertaken as part of the interview process
- The opportunity to discuss the process prior to the interview

The questions asked will be aimed at obtaining evidence of how each candidate meets the requirement of the Job Description and the Person Specification and each candidate will be assessed against all of the criteria for the post.

The same areas of questioning will be covered for each applicant and no questions which would discriminate directly or indirectly on protected characteristics under the Equality Act will be asked.

The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

Candidates will always be required:

- To explain satisfactorily any gaps in employment
- To explain satisfactorily any anomalies or discrepancies in the information available to the selection panel
- To declare any information that is likely to appear on a DBS disclosure
- To demonstrate their capacity to safeguard and protect the welfare of children and young people

The interview will also include a discussion of any convictions, cautions or pending prosecutions, other than those protected, that the candidate has declared and are relevant to the prospective employment.

The recruitment documentation will be retained. Under the Data Protection Act, applicants have the right to request access to notes written about them during the recruitment process. After 6 months, all information about unsuccessful candidates will be securely destroyed.

Pre-appointment checks

An offer of appointment to a successful candidate, including one who has lived or worked abroad, will be conditional upon satisfactory completion of pre-employment checks. When appointing new staff and governors, we will:

- Verify a candidate's identity from current photo ID (originals) and proof of address (originals) except where, for exceptional reasons, none is available; the advice of HR will be sought if this is the case
- Obtain a certificate for an enhanced DBS check with a barred list information where the candidate will be engaging in regulated activity
- Use Section 128 checks as appropriate
- Obtain a separate barred list check if, after carrying out a risk assessment, an individual will be judged as suitable to start work in regulated activity before the DBS enhanced disclosure is available
- Check that a candidate to be employed as a teacher is not subject to a Prohibition Order issued by the Secretary of State, using the Employer Access Online Service
- Use the Employer Access Online Service to check information about any teacher qualifications held and whether induction has been passed

- Verify the candidate's mental and physical fitness to carry out their work responsibilities (a job applicant can be asked relevant questions about disability and health in order to establish whether they have the physical and mental capacity for the specific role)
- Verify the candidate's right to work in the UK (if there is uncertainty about whether an individual needs permission to work in the UK, then we will follow advice on the GOV.UK website)
- Make any further checks that we consider appropriate if the candidate has lived or worked outside the UK including information on sanctions or restrictions imposed by EEA professional regulating authorities.
- Verify professional qualifications (original certificates), as appropriate
- Reserve the right to require the candidate to complete the school's Staff Suitability Declaration (to check for potential 'by association' safeguarding concerns) where applicable to the role in school (Appendix ii)

All checks will be:

- Documented and retained on the personnel file
- Recorded on the school's Single Central Record
- Followed up if they are unsatisfactory or if there are any discrepancies in the information received

Offer of Employment by the Selection Panel

The offer of employment by the selection panel and acceptance by the candidate is binding on both parties, subject to satisfactory completion of the pre-employment checks and satisfactory references. The successful candidate will be informed, normally by offer letter, that the appointment is subject to satisfactory completion of these checks.

Personnel file and Single Central Record

Recruitment and selection information for the successful candidate will be retained securely and confidentially for the duration of his/her employment with the school including:

- Application form – signed by the applicant
- Interview notes – including explanation of any gaps in the employment history
- references – minimum of two
- Proof of identity
- Proof of right to work in the UK
- Proof of relevant academic qualifications
- Evidence of medical clearance from the Occupational Health service
- Evidence of DBS clearance, Barred List (where applicable) and Teacher Prohibition checks
- Offer of employment letter and signed contract of employment

The school will maintain a Single Central Record of employment checks in accordance with DfE guidance.

Start of Employment and Induction

The pre-employment checks listed above must be completed before the employee starts work. Exceptions will only be made in circumstances where a risk assessment has been undertaken. Exceptions will never be made in the case of the Barred List and Teacher Prohibition checks.

All new employees will be provided with an induction programme which will cover all relevant matters of school policy including safeguarding and promoting the welfare of children, child protection procedures, whistle blowing and guidance on safe working practices.

Adults working with children who are not employed directly by the school

Supply Staff

We will only use those agencies which operate a Safer Recruitment Policy and supply written confirmation that all relevant checks have been satisfactorily completed. We will carry out identity checks when the supply staff member arrives at school.

Peripatetic staff

We use staff employed by Herefordshire Council who ensure and confirm that necessary checks and DBS requirements have been satisfactorily completed for peripatetic staff.

Volunteers

We carry out DBS and pre-start vetting checks appropriate to the post (as above) and require regular volunteers to provide details of two referees. References are taken up, as detailed in this policy. Volunteers who help on an occasional basis (e.g. trips/PTA events) are supervised, in accordance with legislation.

Students on placement

When trainees are working in school as part of a recognised training course (such as PGCE, SCITT, NVQ etc.), references and completion of an application form will not be required. However, we will require proof of DBS enhanced clearance with barred list check and will carry out identity checks when the student arrives at school

Students on work experience

Students on work experience will always be supervised.

Contractors

We ensure that contractors, or any employee of the contractor, working at the school have been subject to the appropriate level of DBS check, if any such check is required.

Contractors and contractors' employees for whom an appropriate DBS check has not been undertaken will be supervised if they will have contact with children.

If a contractor working at school is self-employed and will be in regulated activity, we will consider obtaining the DBS check, as self-employed people are not able to make an application directly to the DBS on their own account.

We will check the identity of contractors and their staff on arrival at the school.

This policy will be regularly reviewed and updated to reflect any changes to legislation and statutory guidance.

- In regulated activity = people who work with or have access to children between 2 a.m. and 6 a.m.or more than 3 times in a 30 day period ...or once a week or more (or who carry out personal care or health care (carried out on behalf of, or by, a health care professional) at any time))
- In unregulated activity = people who work with or have access to children fewer than 3 times in 30 days ...or less than once a week
- Staff can start work before DBS clearance but need a risk assessment and barred list check before commencing and appropriate supervision
- Volunteers who need to be supervised (in non-regulated activity): we would need to carry out a risk assessment as to the level of supervision needed – needs to be supervision by a DBS-enhanced-and-barred-checked person, ‘day to day’ and ‘reasonable in the circumstances to ensure the protection of children’. *Clarified as someone fully DBS checked ‘in the vicinity, most of the time’....*

Category	Checks needed:				
	DBS enhanced check?	DBS barred list check?	Prohibition check?	Other:	Subsequent DBS checks needed?
Existing Teachers (including those on maternity leave or long term sick)	Already have	Already have	Already have		Not required - only if we have concerns
New teachers (who have worked in another school or FE institution in regulated activity in the 3 months prior to appointment)	Check existing	Yes	Yes		Not required but can if we want
New teachers (who have not worked in another school during the last 3 months)	Yes	Yes	Yes		Only if we have concerns
Existing TAs	Already have	Already have			Only if we have concerns
New TAs (who have worked in another school or FE institution in regulated activity in the 3 months prior to appointment)	Check existing	Yes			Not required but can if we want
New TAs (who have not worked in another school in regulated activity in the 3 months prior to appointment)	Yes	Yes			Only if we have concerns
Other existing staff <i>in regulated activity</i>	Already have	Already have			Only if we have concerns
Other new staff <i>in regulated activity</i>	Yes	Yes			Only if we have concerns
Existing Volunteers <i>in regulated activity</i>	Already have	Already have			Only if we have concerns
Existing Volunteers <i>in unregulated activity</i>	Already have	Already have		Need to be supervised	Only if we have concerns - but not barred list
New Volunteers <i>in regulated activity</i>	Yes	Yes			Only if we have concerns
New Volunteers <i>in unregulated activity</i>	Yes	Not allowed to request this		Need to be supervised	Only if we have concerns - but not barred list

Category	Checks needed:				
	DBS enhanced check?	DBS barred list check?	Prohibition check?	Other:	Subsequent DBS checks needed?
Existing Governors <i>in regulated activity</i>	Already have	Already have			Only if we have concerns
Existing Governors <i>in unregulated activity</i>	Already have	Already have		Need to be supervised	Only if we have concerns - but not barred list
New Governors <i>in regulated activity</i>	Yes	Yes			Only if we have concerns
New Governors <i>in unregulated activity</i>	If we want	Not allowed to request this		Need to be supervised	Only if we have concerns - but not barred list
Supply teachers	Yes - agency/third party to confirm	Yes - agency/third party to confirm			
Students on placement <i>in regulated activity</i>	Yes	Yes			Only if we have concerns
Work experience <i>in regulated activity</i>	Yes	Yes			Only if we have concerns
Work experience <i>in unregulated activity</i>	If we want	Not allowed to request this		Need to be supervised	Only if we have concerns - but not barred list
Club coaches <i>in regulated activity</i>	Yes - agency/third party to confirm	Yes - agency/third party to confirm			
Health care professionals <i>in regulated activity</i>	Yes - agency/third party to confirm	Yes - agency/third party to confirm			
Visitors <i>in unregulated activity</i>	Not allowed to request this	Not allowed to request this		Need to be supervised	Not allowed to request this
Cleaners <i>in regulated activity</i>	Yes - agency/third party to confirm	Yes - agency/third party to confirm			
Contractors <i>in unregulated activity</i>	No (<i>unless they have the opportunity for regular contact with children in which case an enhanced DBS check will be requested</i>)	Not allowed to request this		Need to be supervised	

LADY HAWKINS' SCHOOL
Staff Suitability Declaration

It is a criminal offence for a school to employ anyone to provide childcare in a 'relevant' role who is disqualified i.e. someone who has been cautioned for, or convicted of, one of a number of specified offences or who lives in the same household as someone who has unspent cautions or convictions relating to specified offences (disqualification by association).

Where a staff member is 'disqualified by association', we will contact HR and inform Ofsted (the member of staff may be able to apply to Ofsted for a waiver and while this is being considered, we may redeploy staff away from the relevant age groups or adjust their role, where possible).

This form is to be completed by new staff on request.

Name of employee:

Role in school:

Please answer the questions and sign the declaration on the reverse of this form. If there are any aspects of the declaration that you are not able to meet, please disclose this immediately to the Headteacher.

Please circle Yes or No against each question:

Have you ever been cautioned for, or convicted of: any offences against children or any serious violent or sexual offences against adults? (You are not required to disclose 'protected' cautions or convictions)	Yes / No
Have your own children ever been taken into care or been the subject of a Child Protection Order?	Yes / No

If you have answered **YES** to any of these questions, please provide further information below:

.....

.....

.....

(Please note that you may be required to provide additional information).



I understand my responsibility to safeguard children and am aware that I must notify the Headteacher of anything that may affect my suitability.

I confirm that, to the best of my knowledge, I do not live in the same household as an individual who has been barred or disqualified from working with children. I also confirm that, to the best of my knowledge, I do not live in a household which employs someone who is barred or disqualified from working with children.

I will notify the Headteacher immediately if my circumstances change.

Where necessary, I give my permission for you to contact any previous settings, Local Authority staff, the police, the DBS or any medical professionals to share information about my suitability to care for children.

Signed: Date:

.....

FOR HEADTEACHER'S USE

Record of any follow-on action taken, where relevant:

.....
.....
.....
.....

Headteacher's signature: Date:
.....