



Safer Recruitment Policy Newdale Primary School and Nursery

**February 2022
Next review February 2023**

1 INTRODUCTION

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

- attract the best possible applicants to vacancies;
- deter prospective applicants who are unsuitable for work with children or young people;
- identify and reject applicants who are unsuitable for work with children and young people.

2 STATUTORY REQUIREMENTS

There are some statutory requirements for the appointment of some staff in schools – notably headteachers and deputy headteachers. These requirements change from time-to-time and must be met.

Reference: Keeping Children Safe in Education September 2021 – Part Three

3 IDENTIFICATION OF RECRUITERS

With regards to the selection and interview panel, at least one recruiter will have successfully received accredited training in safer recruitment procedures. They will sign and date interview paperwork at the point of interview and will check and sign all references.

4 INVITING APPLICATIONS

- 4.1 Advertisements for posts – whether in newspapers, journals or on-line – will include the statements:

“The school is committed to safeguarding children and young people. All postholders are subject to a satisfactory enhanced Disclosure and Barring Service (DBS) check.”

“This role will be engaging in regulated activity with children.”

- 4.2 Prospective applicants will be supplied, as a minimum, with the following:

- job description and person specification;
- an application form;

Successful applicants will additionally be supplied, as a minimum, with the following

- the school’s child protection policy;
- the school’s recruitment policy (this document);
- the selection procedure for the post;

- 4.3 All prospective applicants must complete, in full, an application form.

5 SHORT-LISTING AND REFERENCES

- 5.1 Short-listing of candidates will be against the person specification for the post
- 5.2 All short-listed candidates will be required to complete a Self-Disclosure form
- 5.3 Where possible, references will be taken up before the selection stage, so that any discrepancies can be probed during the selection stage.
- 5.4 References will be sought directly from the referee. References or testimonials provided by the candidate will never be accepted.
- 5.5 Where necessary, referees will be contacted by telephone or e mail in order to clarify any anomalies or discrepancies. A detailed written note will be kept of such exchanges.
- 5.6 Where necessary, previous employers who have not been named as referees will be contacted in order to clarify any anomalies or discrepancies. A detailed written note will be kept of such exchanges.
- 5.7 Referees will always be asked specific questions about:
 - the candidate's suitability for working with children and young people;
 - any disciplinary warnings, including time-expired warnings, that relate to the safeguarding of children;
 - the candidate's suitability for this post.
- 5.8 School employees are entitled to see and receive, if requested, copies of their employment references.

6 THE SELECTION PROCESS

- 6.1 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.
- 6.2 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 especially during Covid-19 lockdown restrictions). With regards to any application forms which have been received via email, we will ask the candidate to sign them at the interview as verification that the information contained within it has been provided by them.
- 6.3 Candidates will always be required:
 - to explain satisfactorily any gaps in employment;
 - to explain satisfactorily any anomalies or discrepancies in the information available to recruiters;
 - 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.

7 EMPLOYMENT CHECKS

7.1 All successful applicants are required:

- to provide proof of identity
- to complete a DBS disclosure application and receive satisfactory clearance including a barred list check where required. This is only completed at the start of employment with the school.
- to provide actual certificates of qualifications
- to complete a confidential health questionnaire
- to provide proof of eligibility to live and work in the UK
- to be subject to a Teacher prohibition, GTCE check and Section 128 direction checks where appropriate (Teacher Services system)
- to be subject to further checks the school considers appropriate if the candidate has lived or worked outside the UK using the TRA Teacher Services' web page.

8 INDUCTION

8.1 All staff who are new to the school will receive very thorough induction training that includes information about the school's safeguarding policies and guidance on safe working practices. Induction policy and procedure is robust and regularly reviewed.