



# Safer Recruitment Policy

## The Six Principles Of Nurture

The nurturing approach offers a range of opportunities for children and young people to engage with missing early nurturing experiences, giving them the social and emotional skills to do well at school and with peers, develop their resilience and their capacity to deal more confidently with the trials and tribulations of life, for life.

1. Children's learning is understood developmentally
2. The classroom offers a safe base
3. The importance of nurture for the development of wellbeing
4. Language is a vital means of communication
5. All behaviour is communication
6. The importance of transition in children's lives

Document Control	
Date Reviewed	13 <sup>th</sup> September 2022
Date Submitted To Governing Body	14 <sup>th</sup> September 2022
Date Approved By Governing Body	21 <sup>st</sup> September 2022
Date To Be Reviewed	21 <sup>st</sup> September 2023

## **INTRODUCTION**

This policy has been developed to embed safer recruitment practices and procedures throughout Holy Trinity Primary School and to support the creation of a safer culture by reinforcing the safeguarding and well-being of children and young people in our care.

This policy complies with guidance outlined in 'Keeping Children Safe in Education – September 2022 and 'Dealing with allegations of abuse against teachers and other staff – DfE 2012.

This policy should be used in conjunction and with reference to the Child Protection & Safeguarding Policy - Preventing radicalisation and violent extremism.

This policy reinforces the conduct outlined in the Government Office North West 'Guidance for Safer Working Practice for Adults who Work with Children and Young People' as well as the school's whistle blowing policy all staff are expected to be familiar with.

All successful candidates for paid or volunteer employment will be made aware of these documents.

This policy is an essential element in creating and maintaining a safe and supportive environment for all pupils, staff and others within the school community and aims to ensure both safe and fair recruitment and selection of all staff and volunteers by:

- Attracting the best possible candidates/volunteers to vacancies,
- Deterring prospective candidates/volunteers who are unsuitable from applying for vacancies
- Identifying and rejecting those candidates/volunteers who are unsuitable to work with children and young people.

Holy Trinity Primary School is committed to using disciplinary procedures that deal effectively with those adults who fail to comply with the school's safeguarding and child protection procedures and practices.

As an employer we are under a duty to refer to the Independent Safeguarding Authority any member of staff who, following disciplinary proceedings, is dismissed because of misconduct towards a pupil and we may refer any concerns we have before the completion of this process.

As an employer, we are under a duty to refer any allegation of abuse against a member of staff to the Local Authority Designated Officer within one working day of the allegation being made. A referral will be made if a teacher or member of staff (including volunteers) 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
- Conducted an act which is deemed inappropriate and may impact on the school's reputation or confidence in staff's ability to safely work with children

The School Business Manager will check for updated relevant information about staff every three years through renewal of DBS. It is made clear to staff via an annual start of year briefing that there is a clear expectation that if anything changes on their DBS in between renewals, they should inform the headteacher immediately.

## **ROLES AND RESPONSIBILITIES**

The Governing Body of School will:

- Ensure the schools 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

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
- Monitor any contractors and agencies compliance with this document
- Promote the safety and wellbeing of children and young people at every stage of this process

## **INVITING APPLICATIONS**

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

'We are fully committed to safeguarding and promoting the welfare of children, younger learners and vulnerable adults and we expect all staff and volunteers to share the same commitment. The above post will be subject to enhanced DBS checks, satisfactory references and will be exempt from the provisions of the Rehabilitation of Offenders Act 1974'

All applicants will receive a pack containing the following when applying for a post:

- • Job description and person specification
- The School's Child Protection & Safeguarding Policy\*sent with offer
- The School's Safer Recruitment Policy
- An application form

Prospective applicants must complete, in full, an application form. Incomplete application forms will not be considered.

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

## **IDENTIFICATION OF THE RECRUITMENT PANEL**

- At least one member of the Selection and
- Recruitment panel will have successfully completed training in 'Safer Recruitment'.
- All members of school staff who are involved in recruitment will receive appropriate training on equality issues

## **SHORT LISTING AND REFERENCES**

Candidates will be short listed against the person specification for the post.

Two references, one of which must be from the applicant'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 procedure.

References will be sought directly from the referee, and where necessary, 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.

Referees will be asked specific questions about the following:

- The candidate's suitability to work with children and young people
- Any disciplinary warnings, including time-expired warnings, relating to the safeguarding of children and young people
- The candidate's suitability for the post

Reference requests will include the following:

- Applicants current post and salary
- Attendance record
- Disciplinary record

Shortlisted candidates should be aware that as part of our shortlisting process we will carry an online search as part of our due diligence on the candidate – any information that we feel warrants further discussion will be discussed at interview.

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

Holy Trinity is not obligated to provide feedback to candidates that are unsuccessful at the initial shortlisting stage

## **INVITATION TO INTERVIEW**

Candidates called to interview will receive:

- An email confirming the interview and any other selection techniques
- Details of the interview day
- Details of any tasks to be undertaken as part of the interview process
- The opportunity to discuss the process prior to the interview

## **THE SELECTION PROCESS**

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

Where possible the selection process will be face-to-face. If it is not possible to complete the process face to face then it may be completed via Zoom or Google meets. If held via Zoom or Google meets the points outlined in appendix 1 must also be considered.

Candidates will be required to:

- Explain any gaps in employment
- Explain satisfactorily any anomalies or discrepancies in the information available to the panel
- Declare any information that is likely to appear on the DBS check
- Demonstrate their ability to safeguard and protect the welfare of children and young people.

## **EMPLOYMENT CHECKS**

An offer of appointment will be conditional and all successful candidates will be required to:

- Provide proof of identity
- Complete an enhanced DBS disclosure application and receive satisfactory clearance
- Provide proof of professional status
- Provide actual certificates of qualifications
- Complete a confidential health questionnaire
- Provide proof of eligibility to live and work in the UK

All checks will be:

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

Employment will commence subject to all checks and procedures being satisfactorily completed.

## **INDUCTION**

All staff and volunteers who are new to the school will receive information on the school's safeguarding policy and procedures and guidance on safe working practices as part of their induction

All successful candidates will undergo a period of monitoring and will:

- Meet regularly during their probationary review
- Attend any appropriate training

## **SUPPLY STAFF**

Holy Trinity Primary School will only use those agencies which operate a Safer Recruitment Policy and supply written confirmation that all relevant checks have been satisfactorily completed. Any information disclosed as part of the DBS check will be treated confidentially.

Holy Trinity Primary School will carry out identity checks when the individual arrives at school.

## **PERIPATETIC STAFF**

Holy Trinity Primary School will require that all necessary checks and DBS requirements have been satisfactorily completed for peripatetic staff.

### **Appendix 1: Additional considerations for virtual recruitment:**

- 1) Candidates must give written consent to any online interaction with Holy Trinity children as part of the recruitment process to be filmed. This consent must be received prior to the session taking place.
- 2) Candidates must be informed, prior to any online sessions taking place that they should not film/record and part of the recruitment process
- 3) As soon as practically possible after appointment, the successful candidate will be invited into school to meet key staff and for a tour of the school