

SAFER RECRUITMENT POLICY

'Together we unlock potential and learn for life'



This policy was approved by the Governing Body of Moor First School at their meeting on:

SignedChair of Governors

SignedHeadteacher

Review Frequency: Annually

Next Review: Nov 2025

Revision updates (between Nov 2024 and Nov 2025)	
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SAFER RECRUITMENT POLICY

1. Introduction

The purpose of this policy is to enable Moor First School to safeguard pupils by setting out the requirements of a safer 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. Identification of Recruiters

Moor First School will maintain a position where at least one recruiter on each interview panel has successfully completed appropriate training in safer recruitment procedures.

3. Inviting Applicants

Advertisements for posts, whether in newspapers, or on-line, will include the statement:

“The school is committed to safeguarding children and young people and expects all staff and volunteers to share this commitment. This position is subject to a criminal record check from the Disclosure & Barring Service which will require you to disclose all unspent/unfiltered criminal convictions.”

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

- job description and person specification (including reference to staff safeguarding responsibilities, and suitability to work with children);
- information regarding safeguarding policy, Child Protection Policy and the policy statement on the recruitment of ex-offenders;
- the selection procedure for the post;
- an application form.

All prospective applicants must complete, in full, an application form. CV's will not be accepted. These practices will help to deter unsuitable applicants and also ensure equality of opportunity. The application form will state that it is an offence to apply for a role if it is a regulated activity and an applicant is barred from engaging in regulated activity relevant to children.

4. Short listing and References

- Short-listing of candidates will be against the person specification for the post using identical criteria.
- Shortlisting will be completed by at least 2 people who will also be involved in the interview and assessment process. Time is taken to scrutinise applications carefully, returning any incomplete forms, identifying gaps in a person's history and any discrepancies/inconsistencies. These members should also be involved in the interview stage.
- Once we have shortlisted candidates, we will ask shortlisted candidates to:

Complete a self-declaration of their criminal record or any information that would make them unsuitable to work with children, so that they can share relevant information and it can be discussed at the interview stage. The information we will ask for includes:

- If they have a criminal history

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- Whether they are included on the barred list
- Whether they are prohibited from teaching
- Information about any criminal offences committed in any country in line with the law as applicable in England and Wales
- Any relevant overseas information

They will also be asked to sign a declaration confirming the information they have provided is true.

Undertaking Online searches for shortlisted candidates

In line with KCSIE 2024, our school will complete an online search as part of their due diligence on the shortlisted candidates. This is completed in house by our safer recruitment governor/Headteacher. Any information found, is to be discussed as an item at the interview stage.

References

Where possible, references will be taken up before the selection stage and scrutinised prior to interview, so that any issues arising can be explored with the referee and probed during the interview.

- References will be sought directly from the referee on a template provided by the school and in relation to the job specification.
- One of the referees must be the current employer; where previous/current employment is in a school; the referee must be the Headteacher (or chair of governors for Headteacher recruitment)
- One of the referees must be able to comment on suitability to work with children, where possible.
- References provided by the candidate will never be accepted without validation of content.
- Electronic references must be verified to be genuine
- Where necessary, referees will be contacted by telephone or email to clarify any anomalies or discrepancies. A written record will be kept of such exchanges.
- Where necessary, previous employers who have not been named as referees may need to be contacted to clarify any anomalies or discrepancies. The candidate will be notified if this is necessary in order to seek their permission in line with GDPR. A detailed written note will be kept of such exchanges.

Referees will always be asked specific questions about:

- the candidate's suitability for working with children and young people
- any disciplinary warnings, including expired warnings, that relate to the safeguarding of children.
- the candidate's suitability for the role.

Applicants are entitled to see and receive, if requested, copies of their employment references.

5. The Selection Process

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

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- 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 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 check and explain the circumstances around this.
 - to demonstrate their capacity to safeguard and protect the welfare of children and young people.

6. Employment Checks

All offers of appointment will be conditional until satisfactory completion of the necessary pre-employment checks.

When appointing new staff, we will require them:

- to provide proof of identity
- to complete a DBS application/ children's barred list check (or DBS update service check) which will be processed in line with school criminal record checking policy
- to provide a satisfactory certificate of good conduct relating to time spent living outside of the UK
- to pass a prohibition check (for all teaching staff/ or management roles in independent schools)
- to provide certificates of professional qualifications, as deemed appropriate by the school
- to provide proof of their right to work in the United Kingdom
- to complete a childcare disqualification declaration where applicable
- to complete a confidential health questionnaire and be deemed mentally and physically fit to perform the role
- **Proof of identity, Right to Work in the UK & Verification of Qualifications and/or professional status.**

All applicants invited to attend an interview will be required to bring their identification documentation such as passport, birth certificate, driving licence etc. with them as proof of identity/eligibility to work in UK in accordance with those set out in the Immigration, Asylum and Nationality Act 2006 and DBS Code of Practice Regulations. These should be original documents.

In addition, applicants must be able to demonstrate that they have obtained academic or vocational qualification/s required for the position and claimed in their application form and provide copies of the original certificates.

- **Fitness to undertake the role**

A confidential pre-employment health questionnaire must be completed to verify the candidate's mental and physical fitness to carry out their work responsibilities. A job applicant may be asked relevant questions about disability and health in order to establish whether they have the physical and mental capacity for the specific role. Where required, reasonable adjustments will be considered to accommodate health conditions.

- **Individuals who have lived or worked outside the UK**

When appointing a candidate who has spent a significant period of time overseas, a Certificate of Good Conduct (or equivalent) should be obtained from the appropriate embassy.

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If an applicant is unable to provide a Certificate of Good Conduct, evidence must be presented to show that an attempt to obtain a copy has been made.

If an applicant is unable to obtain a Certificate of Good Conduct then a Risk Assessment Form must be completed and all pre-employment checks completed before making an appointment decision.

- **Childcare Disqualification Declaration**

Where relevant, all applicants must complete a self-declaration form provided by the school in relation to the Childcare Disqualification Regulations 2009. Where a positive declaration is made a waiver must be applied for from Ofsted, and be satisfactorily granted, before the applicant may commence work in a relevant setting.

This applies to:

- Early Years Provision - staff who provide any care for a child up to and including reception age. This includes education in nursery and reception classes and/or any supervised activity (such as breakfast clubs, lunchtime supervision and after school care provided by the school) both during and outside of school hours for children in the early years age range; and
- Later years provision (for children under 8) - staff who are employed to work in childcare provided by the school outside of school hours for children who are above reception age but who have not attained the age of 8.

7. Offer of appointment

The appointment of all new employees is subject to the receipt of satisfactory pre-employment checks. This practice will help to reject unsuitable applicants.

8. Single Central Record (SCR)

Moor First School, has a statutory obligation to maintain a single central record of checks for all staff (including supply staff, and teacher trainees on salaried routes) who work at the school. The details of the pre-employment checks completed at 7.1 must be recorded in the single central register.

9. Induction

- All staff who are new to the school will receive induction training that will include statutory and local safeguarding policies as well as guidance on safe working practices and staff code of conduct/behaviour policy.
- Regular meetings will be held during the first 3 months of employment between new employee(s) and the appropriate manager(s).
- The school recognises that safer recruitment and selection is not just about the start of employment, but should be part of a larger safeguarding policy framework for all staff. The school will therefore provide ongoing training and support for all staff.

10. Agency/Contractor/third party staff

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- All adults working in the setting who are employed by a third party will have the nature of the role, and risk of contact with children assessed.
- Where a risk assessment determines that the third party employer will be required to evidence appropriate checks have been completed, and a suitability decision has been made, the school will secure written confirmation of this from a senior representative of the employer.
- The school will check the identity of staff provided by a third party who are working in school.

11. Volunteers and Governors

- Volunteers will be recruited in line with this policy; a volunteer risk assessment will inform the appropriate process. The level of DBS check (if required) will be determined based on the level of supervision they receive whilst supporting school activities.
- When determining the appropriate level of DBS check for volunteers the school will consider the statutory guidance provided in Keeping Children Safe in Education regarding supervision and regulated activity.
- Governors are volunteers, however school governance regulations from 1st September 2016 require all maintained school governors to have an enhanced DBS check. In addition, governors are required to declare that they are not disqualified from holding office as a governor and the school will undertake a S128 Check

The school's safeguarding governor and safer recruitment trained governors report and monitor safer recruitment procedures at Moor First on a termly basis.

CPD

Safer recruitment training was last completed by governor and headteacher on 21st Nov 2024

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Appendix 1:

Risk Assessment for Volunteers

This risk assessment should be completed when considering whether a person working as a volunteer at the school should be asked to apply for an enhanced DBS certificate.

Name of Person.....

Is the volunteer in 'Regulated' Activity? Yes No

If 'yes', an enhanced DBS with Barred list check is required. If 'no', an enhanced DBS without a Barred list check may be obtained

Areas for consideration

What is the age group of the pupils that the volunteer will work with	
Are these pupils regarded as particularly vulnerable?	
How frequently will the volunteer be in school?	
How long will the placement last	
Is there a connection between the volunteer and the school	
Why does the volunteer want to work in the school?	
Is the volunteer in paid employment or do they work in a voluntary capacity elsewhere with children	
Can the volunteer provide at least one reference from someone other than a family member, including a senior person at the employment or voluntary service named above	
What information does the school already know about the person?	
Has the person's identity been verified?	
Has the person provided you with a copy of a DBS certificate	
Is the person signed up to the DBS update service	
Has the school checked the record on the DBS update service	
Is the person aware of any reason why they should not work with children	
Is school aware of any reason why this person should not work with children	

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High Risk – the person has no previous connection with the school AND cannot provide references from elsewhere.

There is no statutory reason why this person needs to apply for an enhanced DBS Certificate. However, the school should consider whether the person’s uncorroborated background would raise an unacceptable risk.

Medium Risk – The person can provide suitable references for other work with children (either paid or unpaid), they have a connection to the school, and no issues have come to light that would mean they would be unsuitable. There is no statutory reason why this person needs to apply for an enhanced DBS Certificate. However, the school may wish to do so, as no enhanced DBS has been seen.

Low Risk – The person is signed up to the DBS Update Service and the checks reveal no negative information OR The person is employed or volunteers elsewhere and has a recent enhanced DBS and can provide references OR the school knows the person well (eg. may be a former employee)

DECISION

This person needs to apply for an enhanced DBS because

Reason

This person does not need to apply for an enhanced DBS check

Reason

Headteacher Name

Headteacher signature **Date**.....

Chair of Governors Name

Chair of Governor Signature **Date**