

# Safer Recruitment Policy 2021



## Rationale

This policy is to inform staff, parents, volunteers and governors about the school's responsibility for safer recruitment. This policy should be read in conjunction with the Child Protection and Safeguarding Policy. It is implemented so that everyone has a clear understanding of how these responsibilities should be carried out.

Holymead Primary school is committed to appointing suitable and qualified candidates for all posts in line with the school's Equality Plan and safeguarding policies. Our pupils deserve the best education, teachers and support staff to help them achieve the highest possible standards of achievement.

**This organisation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

## Aims

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

- Attract the most appropriate 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

## Guidelines

### 1. STATUTORY REQUIREMENTS

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

### 2. IDENTIFICATION OF RECRUITERS

At least one recruiter, including members of the panel will have successfully received accredited training in safer recruitment procedures within the last five years.

### 3. INVITING APPLICATIONS

3.1 Advertisements for posts – whether in newspapers, journals or on-line – will include statement:

We are committed to safeguarding the welfare of children and expect all staff to share this commitment. An enhanced DBS check is required for the successful applicant.

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

- Job description and person specification
- The school's recruitment policy (this document)
- An application form

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

#### 4. SHORT-LISTING AND REFERENCES

- 4.1 Short-listing of candidates will be against the person specification for the post
- 4.2 Where possible, references will be taken up before the selection stage, so that any discrepancies can be probed during the selection stage.
- 4.3 References will be sought directly from the referee. References or testimonials provided by the candidate will never be accepted.
- 4.4 Where necessary, referees will be contacted by telephone or email in order to clarify any anomalies or discrepancies. A detailed written note will be kept of such exchanges.
- 4.5 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.
- 4.6 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
- 4.7 School employees are entitled to see and receive, if requested, copies of their employment references.

#### 5. THE SELECTION PROCESS

- 5.1 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.
- 5.2 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 eg Zoom/Teams).

### 5.3 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.

## 6. EMPLOYMENT CHECKS

All successful applicants are required:

- To provide proof of identity
- To complete a DBS disclosure application and receive satisfactory clearance
- To provide actual certificates of qualifications
- To complete a confidential health questionnaire
- To provide proof of eligibility to live and work in the UK

## 7. INDUCTION

7.1 All staff who are new to school will receive induction training that will include the School's safeguarding policies and guidance on safe working practices.

7.2 Regular meetings will be held during the first 3 months of employment between the New employee(s) and the appropriate manager(s)

Date: May 2021

Review Date: May 2023