



Blackwell
Primary School

SAFER RECRUITMENT POLICY

Review Date: March 2026
Agreed by LGB: March 2025

Today's Children
Tomorrow's Future
Respect, Compassion, Courage, Responsibility

RECRUITMENT AND SELECTION POLICY TO ENSURE ACCORDANCE WITH DCSF SAFER RECRUITING GUIDANCE
--

The Academy is committed to safeguarding and promoting the welfare of children and young people. In order to ensure this our recruitment and selection policy is in accordance with both local and national guidance.

STAGES OF THE RECRUITMENT PROCESS

1 Decision to Recruit

All interview panels will understand their role, and will include staff who have been trained.

The job description will include a reference to the responsibility for safeguarding and promoting the welfare of children, and the person specification will include suitability to work with children.

2 Advertising the Post

The advertisement will include a reference to safeguarding and promoting the welfare of children and young people as well as the requirement for completion of a DBS check. This will also be reflected in the information pack sent to all applicants.

3 Application Process

Application forms (including the Safer Recruiting Additional Information Sheet – for shortlisted candidates only) will be used to enable all potential applicants to provide a common set of core data as follows:

- Current and former names, date of birth, current address, NI number and evidence of eligibility to work in the UK
- Full details of qualifications relevant to the position applied for including awarding body and date of award □ Teachers will need to provide their Teacher Reference Number.
- Full history in chronological order showing employment, study, voluntary work, with explanations for any periods not covered, and reasons for leaving employment.
- Declaration of any family or close relationship to existing or potential employees or employers
- Details of referees – one of whom must be current or most recent employer. For an employee not currently working with children, but who has done so in the past it is important that the past employer should also be contacted
- A statement from the applicant of their personal qualities and experience, which they believe, meets the person specification.

There will be a statement explaining that the post is exempt from the Rehabilitation of Offenders Act 1974, requiring a signed statement that the individual is not on List 99, disqualified from work with children or subject to sanctions imposed by a regulatory body, and either has no sanctions, cautions or bind-overs, or has attached details of their record in a sealed envelope marked confidential. There will also be an explanation of the DBS checking requirements.

Applications will be carefully scrutinised upon receipt in order to identify any anomalies or areas of concern, which need to be followed up at interview. This will include any gaps in service or mid-career moves from permanent to supply or temporary work.

4 Taking up references for shortlisted candidates

References will be sought for all shortlisted candidates, including the most recent, using the proforma reference request forms. All references received by the academy must be signed or countersigned by the headteacher if the last employment was in a school. These will be scrutinised to identify any gaps or contradictions, which will then be explored at interview. Should not all references have been received before interview, the process will continue and any offer of employment is subject to satisfactory checks which include references and DBS. Should any checks prove unsatisfactory, the offer of employment may be revoked.

In addition, the school will carry out an online search as part of due diligence on the shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with the applicant at interview. School will inform the shortlisted candidates that online searches will be done as part of due diligence checks.

5 The Interview

These will be on a face to face basis wherever possible, and the same panel will see all the candidates for a post and carry out some straightforward pre-employment checks such as verification of the applicant's identity, right to work in this country (a national insurance number does not automatically indicate this right) and relevant academic and vocational qualifications from original documentation. The same panel will carry out the shortlisting and interview process and at least one person on the panel will have carried out safer recruitment training. The interview process will explore the applicant's ability to carry out the job description and meet the person specification. It will enable the panel to explore any anomalies or gaps which have been identified so far in order to satisfy themselves that the chosen applicant can meet the safeguarding criteria identified above. Consideration including discussion with the candidate will also need to be given to any information regarding previous records of cautions or convictions including information provided in a sealed envelope. Discussion will also take place regarding any significant periods of sickness absence.

6 Pre-Employment

In addition to the checks already detailed the school will ensure that a pre-employment health check is completed, as well as obtaining a DBS Enhanced Disclosure. For teachers the school will verify successful completion of the statutory induction period. These together with the collection of all necessary references will be completed before staff start work, unless there are very exceptional circumstances. Any offer made to a candidate will be conditional on all the pre-employment checks

being completed satisfactorily. Employment will not commence until pre-employment checks have been completed satisfactorily.

7 Induction

All members of staff will be given an induction programme which will clearly identify the academy policies and procedures, including child protection, and make clear the expectations and codes of conduct which will govern how staff carry out their roles. This will give the opportunity to provide discussion of any relevant issues. The programme will ensure that all new staff are aware of the following policies and procedures and how to access them:

- Safeguarding and welfare e.g. child protection, anti-bullying, anti-discrimination, physical intervention/restraint, intimate care, internet safety
- Discipline and grievance, capability and whistle-blowing. NB the Confidential Reporting Policy should be on display on staff notice boards.

In addition, all staff will be made aware of the channels for raising any concerns.

8 Ongoing Employment

The academy recognises that safer recruitment and selection is not just about the start of employment, but should be part of a larger policy framework for all staff. We will therefore provide ongoing training and support for all staff, as identified through performance management. We will also provide a range of opportunities where concerns can be raised, in order that staff feel that the school culture embraces safeguarding and communicates a clear framework to employees, parents and pupils. We will monitor issues as they arise, and through the use of such strategies as exit interviews will seek to continually improve the academy environment, for the benefit of both staff and pupils. To support this we will use the Safer Schools Checklist (attached) to monitor our progress, and will report to the governing body once a year.

Safer Schools Checklist

Use the following check list to evaluate the safety of your school

Policy or procedure	In place	Not in place	In progress	Notes
Recruitment and selection issues				
Same standards applied to all categories of employment				
Use of application form				
Job description/person specification sent to referees				
Referees asked to specifically comment on suitability for the post				
Applicants aware that previous employers may be contacted				
Written references taken up				
References obtained prior to interview				
One member of panel to examine these prior to interview				
References to be obtained for internal candidates, supply/agency staff or previous volunteers				
Questions asked on candidate's child protection awareness				
Explanation of gaps in employment required				
Proof of identity required – originals not photocopies				
Academic qualifications checked - originals not photocopies				
Medical clearance prior to employment				
No employment until appropriate level of DBS check has been done				
Above checks applied as appropriate to				
☐ Overseas staff				
☐ Supply or agency staff				

☐ Gap year/ Work experience students				
☐ Volunteers				
☐ Governors				
☐ Contractors				

Policy or procedure		In place	Not in place	In progress	Notes
	Communication and relationships				
Pupils and parents/carers/staff confirm they can voice concerns					
These concerns taken seriously/viewpoints valued					
Staff awareness of vulnerable children and any communication difficulties					
Staff encouraged to comment on each others' practice					
Academy seeks external advice to gain additional perspectives					
Academy works with parents in the interest of protecting children					
	Policies				
Staff code of conduct to give clear expectations and boundaries					
Child protection policy and procedures including allegations made against staff					
Whistle blowing policy – clear mechanisms on how to report concerns					
Physical intervention policy and training					
Intimate care policy					
Bullying policy					
	Physical environment				
Security system for visitors					
Windows in doors					
No hidey holes/work in cupboards/storerooms					
Open plan classrooms where possible					
Open door policy for staff					
Half doors on toilets for nursery children					

Clearly bounded areas re playgrounds etc.						
	The curriculum					
Personal safety skills taught						
Internet safety taught						
Teaching of sex education						

Policy or procedure			In place	Not in place	In progress	Notes
	Staff training and supervision					
Formal child protection training every 4 years						
Child protection updates						
Whole staff clarity re child protection procedures						
Awareness of indicators of children at risk and how to pass this on						
Regular supervision/ support re child protection matters						
Performance management process to target CP management issues						
	Records					
Records of concerns or incidents made promptly and accurately						
Records kept securely and information shared appropriately						

