



**All Souls' Catholic
PRIMARY SCHOOL**

SAFER RECRUITMENT POLICY

SEPTEMBER 2023

<u>Review Programme:</u>	
Ratified by Governors at:	Housekeeping Meeting 13th September 2023
Date for next review:	September 2024
Signed – Chair of Governors: <i>Shirley Langford</i>	<i>S. Langford</i>
Signed – Headteacher: <i>Andrew Cooke</i>	<i>A Cooke</i>

All Souls' Catholic Primary School

Safer Recruitment Policy

'Christ is our Light'

'All Souls Catholic Primary School is committed to safeguarding and promoting the safety and welfare of all children and expects all staff, parents and volunteers to share this commitment.'

Section 10 of the school's Child Protection and Safeguarding Policy outlines the school's commitment to Safer Recruitment. This document provides further details of the processes and rationale involved for Safer Recruitment at All Souls Catholic Primary School.

The recruitment steps outlined below are based on part 3 of Keeping Children Safe in Education 2023.

To make sure that All Souls Catholic Primary School recruits suitable people, we will ensure that those involved in the recruitment and employment of staff to work with children have received appropriate safer recruitment training.

We have put the following steps in place during our recruitment and selection process to ensure we are committed to safeguarding and promoting the welfare of children.

1. Recruitment and selection process

1.1 Advertising

When advertising roles, we will make clear:

- . Our school's commitment to safeguarding and promoting the welfare of children
- . That safeguarding checks will be undertaken
- . The safeguarding requirements and responsibilities of the role, such as the extent to which the role will involve contact with children
- . Whether or not the role is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. If the role is exempt, certain spent convictions and cautions are 'protected', so they do not need to be disclosed, and if they are disclosed, we cannot take them into account
- . Recruitment packs may also, role dependent, include the following
 - o Job descriptions and person specifications
 - o Career stage expectations
 - o Information about the school
 - o Details of the post, salary and qualifications required

1.2 Application forms

The only application forms that the school may accept for advertised teaching or teaching support roles within the school are the model CES forms which have been adapted to include the school details and logo. Each time a new role is advertised, the school will ensure that the most up-to-date model recruitment application forms are being used and that these meet scrutiny for safer recruitment.

Our application forms and associated documentation will:

- . Include a statement saying that it is an offence to apply for the role if an applicant is barred from engaging in regulated activity relevant to children (where the role involves this type of regulated activity)
- . Include a copy of, or provide a link to, our child protection and safeguarding policy and our policy on the employment of ex-offenders

In addition:

- . CV's will not be accepted in place of the application form
- . All applications will be expected to provide, through the application process:
 - o Full details of their names, former names, current address, NI number
 - o Details of academic and vocational qualifications
 - o A full history of education and employment explaining any gaps
 - o Details of at least two referees, one of which must be the current or most recent employer, unless there are exceptional circumstances
 - o Teacher reference number / QTS status (for teaching roles)

1.3 Shortlisting

Our shortlisting process will involve at least 2 people who are senior staff / governors and will:

- . Consider any inconsistencies and look for gaps in employment and reasons given for them

- . Explore all potential concerns

At least one of the shortlisting panel will have received Safer Recruitment Training within the previous two years.

During the shortlisting process:

- . Any gaps in education/work history will be noted
- . If necessary, incomplete application forms will be returned to the candidates for completion
- . Any gaps or repeated changes in employment will be investigated
- . All candidates will be assessed equally
- . Shortlisting will be a transparent process and records kept

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 have the opportunity to share relevant information and discuss it at interview stage. The information we will ask for includes:
 - If they have a criminal history
 - 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
- . Sign a declaration confirming the information they have provided is true
- . We will also consider carrying out an online search on shortlisted candidates to help identify any incidents or issues that are publicly available online. Shortlisted candidates will be informed that we may carry out these checks as part of our due diligence process.

1.4 Seeking references and checking employment history

We will obtain references before interview. Any concerns raised will be explored further with referees and taken up with the candidate at interview.

When seeking references we will:

- . Not accept open references
- . Liaise directly with referees and verify any information contained within references with the referees
- . Ensure any references are from the candidate's current employer and completed by a senior person. Where the referee is school based, we will ask for the reference to be confirmed by the headteacher/principal as accurate in respect to disciplinary investigations
- . Obtain verification of the candidate's most recent relevant period of employment if they are not currently employed
- . Secure a reference from the relevant employer from the last time the candidate worked with children if they are not currently working with children
- . Compare the information on the application form with that in the reference and take up any inconsistencies with the candidate

- . Resolve any concerns before any appointment is confirmed

No candidate successful at interview will be appointed unless satisfactory references have been received by the school.

The school uses its own reference request proforma, however will accept references on other school/employer formats, providing that they contain the following information:

- . Applicant's current post and salary
- . Applicant's performance history
- . Applicant's attendance and sickness record
- . Applicant's current disciplinary record
- . Details of any allegations or concerns which related to the safety of or suitability to work with children.

In the event that the reference appears vague or is incomplete then the Headteacher will contact the referee for confirmation of details.

1.5 Interview and selection

When interviewing candidates, we will:

- . Probe any gaps in employment, or where the candidate has changed employment or location frequently, and ask candidates to explain this
- . Explore any potential areas of concern to determine the candidate's suitability to work with children
- . Record all information considered and decisions made
- . Always assess, through questioning, candidates knowledge and understanding of the need to safeguard children within the role for which they are applying

At least one of the shortlisting panel will have received Safer Recruitment Training within the previous two years.

Interview panels will usually consist of at least three people.

2. Pre-appointment vetting checks

We will record all information on the checks carried out in the school's single central record (SCR). Copies of these checks, where appropriate, will be held in individuals' personnel files. We follow requirements and best practice in retaining copies of these checks, as set out below.

2.1 New staff

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

When appointing new staff, we will:

- . Verify their identity
- . Obtain (via the applicant) an enhanced DBS certificate, including barred list information for those who will be engaging in regulated activity (see definition below). We will obtain the certificate before, or as soon as practicable after, appointment, including when using the DBS update service. We will not keep a copy of the certificate for longer than 6 months, but when the copy is destroyed we may still keep a record of the fact that vetting took place, the result of the check and recruitment decision taken

- . Obtain a separate barred list check if they will start work in regulated activity before the DBS certificate is available
- . Verify their mental and physical fitness to carry out their work responsibilities
- . Verify their right to work in the UK. We will keep a copy of this verification for the duration of the member of staff's employment and for 2 years afterwards
- . Verify their professional qualifications, as appropriate
- . Ensure they are not subject to a prohibition order if they are employed to be a teacher
- . Carry out further additional checks, as appropriate, on candidates who have lived or worked outside of the UK. These could include, where available:
 - o For all staff, including teaching positions: [criminal records checks for overseas applicants](#)
 - o For teaching positions: obtaining a letter from the professional regulating authority in the country where the applicant has worked, confirming that they have not imposed any sanctions or restrictions on that person, and/or are aware of any reason why that person may be unsuitable to teach

We will ensure that appropriate checks are carried out to ensure that individuals are not disqualified under the 2018 Childcare Disqualification Regulations and Childcare Act 2006. Where we take a decision that an individual falls outside of the scope of these regulations and we do not carry out such checks, we will retain a record of our assessment on the individual's personnel file. This will include our evaluation of any risks and control measures put in place, and any advice sought.

2.2 Regulated activity

This is defined as meaning where a person who will be:

- . Responsible, on a regular basis in a school or college, for teaching, training, instructing, caring for or supervising children; or
- . Carrying out paid, or unsupervised unpaid, work regularly in a school or college where that work provides an opportunity for contact with children; or
- . Engaging in intimate or personal care or overnight activity, even if this happens only once and regardless of whether they are supervised or not

2.3 Existing staff

In certain circumstances we will carry out all the relevant checks on existing staff as if the individual was a new member of staff. These circumstances are when:

- . There are concerns about an existing member of staff's suitability to work with children; or
- . An individual moves from a post that is not regulated activity to one that is; or
- . There has been a break in service of 12 weeks or more

We will refer to the DBS anyone who has harmed, or poses a risk of harm, to a child or vulnerable adult where:

- . We believe the individual has engaged in [relevant conduct](#); or
- . We believe the individual has received a caution or conviction for a relevant (automatic barring either with or without the right to make representations) offence, under the [Safeguarding Vulnerable Groups Act 2006 \(Prescribed Criteria and Miscellaneous Provisions\) Regulations 2009](#); or

- . We believe the 'harm test' is satisfied in respect of the individual (i.e. they may harm a child or vulnerable adult or put them at risk of harm); and
- . The individual has been removed from working in regulated activity (paid or unpaid) or would have been removed if they had not left

2.4 Agency and third-party staff

We will obtain written notification from any agency or third-party organisation that it has carried out the necessary safer recruitment checks that we would otherwise perform. We will also check that the person presenting themselves for work is the same person on whom the checks have been made.

2.5 Contractors

We will ensure that any contractor, or any employee of the contractor, who is to work at the school has had the appropriate level of DBS check (this includes contractors who are provided through a PFI or similar contract). This will be:

- . An enhanced DBS check with barred list information for contractors engaging in regulated activity
- . An enhanced DBS check, not including barred list information, for all other contractors who are not in regulated activity but whose work provides them with an opportunity for regular contact with children

We will obtain the DBS check for self-employed contractors.

We will not keep copies of such checks for longer than 6 months.

Contractors who have not had any checks will not be allowed to work unsupervised or engage in regulated activity under any circumstances.

We will check the identity of all contractors and their staff on arrival at the school.

For self-employed contractors such as music teachers or sports coaches, we will ensure that appropriate checks are carried out to ensure that individuals are not disqualified under the 2018 Childcare Disqualification Regulations and Childcare Act 2006. Where we decide that an individual falls outside of the scope of these regulations and we do not carry out such checks, we will retain a record of our assessment. This will include our evaluation of any risks and control measures put in place, and any advice sought.

2.6 Trainee/student teachers

Where applicants for initial teacher training are salaried by us, we will ensure that all necessary checks are carried out.

Where trainee teachers are fee-funded, we will obtain written confirmation from the training provider that necessary checks have been carried out and that the trainee has been judged by the provider to be suitable to work with children.

In both cases, this includes checks to ensure that individuals are not disqualified under the 2018 Childcare Disqualification Regulations and Childcare Act 2006.

2.7 Volunteers

We will:

- . Never leave an unchecked volunteer unsupervised or allow them to work in regulated activity
- . Obtain an enhanced DBS check with barred list information for all volunteers who are new to working in regulated activity
- . Carry out a risk assessment when deciding whether to seek an enhanced DBS check without barred list information for any volunteers not engaging in regulated activity. We will retain a record of this risk assessment
- . Ensure that appropriate checks are carried out to ensure that individuals are not disqualified under the 2018 Childcare Disqualification Regulations and Childcare Act 2006. Where we decide that an individual falls outside of the scope of these regulations and we do not carry out such checks, we will retain a record of our assessment. This will include our evaluation of any risks and control measures put in place, and any advice sought

2.8 Governors

All governors will have an enhanced DBS check without barred list information.

All governors will also have a section 128 check (as a section 128 direction disqualifies an individual from being a maintained school governor).

2.9 Staff working in alternative provision settings

Where we place a pupil with an alternative provision provider, we obtain written confirmation from the provider that they have carried out the appropriate safeguarding checks on individuals working there that we would otherwise perform.