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Windrush Valley School

Policy Documents Annual Review Record

Citation	<u>This document shall be cited as:</u> Safer Recruitment Policy <u>and linked to the following policies:</u> Child Protection and Safeguarding Policy Staff Discipline Policy Staff Code of Conduct Policy Visiting Speaker Policy
Person responsible	Headteacher
Comments to	Headteacher
Last reviewed/updated	September 2025
To be reviewed/updated	September 2026
Reason for review/update	Regular review cycle and to be in line with updated safeguarding policy and KCSIE release
Person reviewing/updating	Headteacher
Source/author	Amanda Douglas
Implementation	Immediate and on-going
Approved by	R.Higgs – September 2025



Introduction

Windrush Valley School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment in every aspect of their work. This procedure, as part of the school's Safeguarding processes, pays due regard to Keeping Children Safe in Education 2025(KCSIE). It applies to the recruitment of all staff including those in the Early Years Foundation Stage (EYFS).

We are committed to using disciplinary procedures that deal effectively with adults who fail to comply with the school's safeguarding and child protection procedures and practices. Where a criminal offence may have been committed the matter will be referred to the police. A referral will be made if an adult 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
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.

The purpose of this policy is to set out the recruitment process that aims to:

- Attract the best possible applicants to vacancies.
- Deter prospective applicants who are unsuitable to work with children or young people.
- Identify and reject applicants who are unsuitable to work with children or young people.

The appointment of all employees will be made on merit and in accordance with the provisions of Employment Law, Keeping Children Safe in Education (2025) and the school's Equal Opportunities Policy.

Roles and Responsibilities

The Proprietor of the school will:

- Ensure the school 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 (DfE) guidance and legal requirements.
- Monitor the school's compliance with them.
- Ensure that appropriate staff and governors have completed safer recruitment training.
- Ensure that the school maintains a Single Central Record (SCR) of employment checks in accordance with DfE guidance.

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 well-being of children and young people at every stage of this process.

Delegation of Appointments

The Proprietor delegates the authority to offer employment for all posts to the Headteacher. The Headteacher may not delegate this authority to any other senior manager or governor. The Headteacher may involve other colleagues in all appointments. At least one member of the interviewing panel has undertaken Safer Recruitment Training.

Advertising

All vacant posts will be advertised to ensure equality of opportunity and to encourage as wide a field of candidates as possible. This will normally mean placing an advertisement externally. However, where there is a reasonable expectation that there are sufficient, suitably qualified internal candidates, or staff at risk of redundancy, vacancies may be advertised internally before an external advertisement is placed. The school may also consider including candidates who have expressed prior interest in working in the school. Any internal recruitment process will follow the procedures set out in this policy.

Staff promoted internally will be subject to appropriate checks in order to ensure they are not prohibited from undertaking management positions.

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

"Windrush Valley School is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment"

"The successful candidate will have to meet the requirements of the person specification and will be subject to pre-employment checks including a health check, an enhanced DBS check and satisfactory references."

Information for Applicants

All applicants will be provided with:

- A Job Description, outlining the duties of the post, and a Person Specification
- An Application Form (CVs alone, will not be accepted)
- A description of the school, relevant to the vacant post
- Reference to the school's policy on Equal Opportunities
- Reference to the Child Protection and Safeguarding Policy, Safer Recruitment Policy, DBS and other pre-employment requirements
- An outline of terms of employment including salary
- The closing date for the receipt of applications

Prospective applicants must complete and return a signed application form. Incomplete application forms will be returned to the applicant where the deadline for completed forms has not passed. Candidates submitting an on-line application form will be asked to sign the form if invited to interview. A CV will not be accepted in place of a completed application form.

Short Listing and Reference Requests

Applicants will be shortlisted against the Person Specification for the post. The criteria for selection will be consistently applied to all applicants.

Shortlisted candidates will be asked to complete a self-declaration form of their criminal record or information that would make them unsuitable to work with children. Self-declaration is subject to Ministry of Justice guidance on the disclosure of criminal records, further information can be found on <https://gov.uk/>.

The self-declaration form must be sealed in a self-addressed envelope and will only be opened, once a conditional offer of employment has been accepted. If a shortlisted candidate is not offered a conditional offer, the form will be returned unopened.

The school will carry out an online search on shortlisted candidates to help identify any incidents or issues that may have happened, that are publicly available online which we may want to explore with the candidate at interview.

Two references, one of which must be from the candidate's current/most recent employer, will [with the candidate's permission] be taken up before the selection stage so that any discrepancies may be probed during this stage of the selection process. Candidates are entitled to see and receive copies of their employment references and should request these from their referees.

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

If a candidate for a post working with children is not currently employed in a post working with children, a reference will be sought from the most recent employment in which the candidate has worked with children to confirm details of the candidate's employment and their reasons for leaving.

Reference requests will ask the referee to confirm, in writing:

- The referee's relationship to the candidate
- Details of the candidate's current post and salary
- The candidate's performance history and conduct
- Whether the candidate has been subject to capability procedures and the outcome of this
- Whether the candidate has been subject to disciplinary action relating to the safety and welfare of children, including where the sanction has expired, and the outcome of this
- Details of any substantiated allegations or concerns about the candidate relating to the safety and welfare of children
- Whether the referee has any reservations as to the candidate's suitability to work with children and young people (if so, the school will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children)
- The candidate's suitability for the post with explicit reference to the job description and person specification.

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

References must be in writing and be specific to the post for which the candidate has applied. References from relatives or people writing solely in the capacity as a friend of the candidate will not be accepted. References will be verified and any discrepancies or areas of potential concern will be discussed with the candidate at interview.

If the field of applicants is felt to be unsuitable, the post may be re-advertised.

Interviews

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. 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 include visual electronic link).

Candidates invited to interview will receive:

- A letter confirming the interview and any other selection techniques.
- Details of the interview day including details of the panel members.
- Details of any tasks to be undertaken as part of the interview process.
- The opportunity to discuss the process prior to the interview.

The questions asked will be aimed at obtaining evidence of how each candidate meets the requirement of the Job Description and the Person Specification and each candidate will be assessed against all of the criteria for the post. The same areas of questioning will be covered for each applicant and no questions which would discriminate directly or indirectly on protected characteristics under the Equality Act will be asked.

The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

Candidates will always be required:

- To explain satisfactorily any gaps in employment.
- To explain satisfactorily any anomalies or discrepancies in the information available to the selection panel.
- 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.

The interview will also include a discussion of any convictions, cautions or pending prosecutions, other than those protected, that the candidate has declared and are relevant to the prospective employment.

The recruitment documentation will be retained. Under the Data Protection Act, applicants have the right to request access to notes written about them during the recruitment process. After 6 months, all information about unsuccessful candidates will be securely destroyed.

Pre-appointment checks

An offer of appointment to a successful candidate, including one who has lived or worked abroad, will be conditional upon satisfactory completion of pre-employment checks. When appointing new staff, we will:

- Verify a candidate's identity from current photo ID (original passport or driving license) and proof of address (originals) except where, for exceptional reasons, none is available
- Obtain a certificate for an enhanced DBS check with a barred list information where the candidate will be engaging in regulated activity
- Obtain a separate barred list check if, after carrying out a risk assessment, an

individual will be judged as suitable to start work in regulated activity with loose supervision before the DBS enhanced disclosure is available

- Check that a candidate to be employed as a teacher is not subject to a Prohibition Order issued by the Secretary of State, using the Employer Access Online Service
- Check Prohibition from Management when appropriate
- Use the Employer Access Online Service to check information about any teacher qualifications held and whether induction has been passed
- Request the candidate to declare their fitness to carry out the work responsibilities of the post.
- Verify the candidate's right to work in the UK (if there is uncertainty about whether an individual needs permission to work in the UK, then we will follow advice on the GOV.UK website)
- Make any further checks that we consider appropriate if the candidate has lived or worked outside the UK including information on sanctions or restrictions imposed by EEA professional regulating authorities.
- Verify professional qualifications (original certificates), as appropriate
- Require the candidate to complete the school's Staff Suitability Declaration where applicable to the role in school i.e. in a 'relevant childcare' role

All checks will be:

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

Offer of Employment by the Selection Panel

The offer of employment by the selection panel and acceptance by the candidate is binding on both parties, subject to satisfactory completion of the pre-employment checks and satisfactory references. The successful candidate will be informed, normally by offer letter, that the appointment is subject to satisfactory completion of these checks.

Personnel file and Single Central Record

Recruitment and selection information for the successful candidate will be retained securely and confidentially for the duration of their employment with the school including:

- Application form – signed by the applicant
- Interview notes – including explanation of any gaps in the employment history

- References – minimum of two
- Proof of identity [Passport, Photo ID, Driving Licence]
- Proof of Address [Utility Bill; Bank Statement; Government Letter (within last 3 months). Council Tax Bill (last 12 months)]
- Proof of right to work in the UK [UK passport or Birth Certificate]
- Proof of relevant academic qualifications
- Evidence of medical declaration
- Evidence of DBS clearance, Barred List [where applicable] and Teacher Prohibition checks
- Prohibition from Management [where applicable]
- Overseas checks [where applicable]
- Disqualification self-declaration [where applicable]
- Offer of employment letter and signed contract of employment

Start of Employment and Induction

The pre-employment checks listed above must be completed before the employee starts work. If the DBS has not been seen in time, all other checks must have been completed, the DBS process started and a risk assessment undertaken and loose supervision provided for when the employee starts work. The risk assessment must be reviewed every two weeks until the DBS check is complete and the certificate seen. Exceptions will never be made in the case of the Barred List and Teacher Prohibition checks.

All new employees will be provided with an induction programme which will cover all relevant matters of school policy including safeguarding and promoting the welfare of children, child protection procedures, whistle blowing and guidance on safe working practices.

Adults working with children who are not employed directly by the school

Supply Staff

We will only use those agencies which operate a Safer Recruitment Policy and supply written confirmation that all relevant checks have been satisfactorily completed. We will carry out identity checks and see a copy of the DBS when the supply staff member arrives at school. The dates the documents were seen will be noted on the SCR.

Peripatetic staff

All checks must be done as for school staff.

Volunteers

We carry out DBS and pre-start vetting checks appropriate to the post (as above) and require regular volunteers to provide details of two referees. References are taken up, as detailed in this policy. Volunteers who help on an occasional basis (e.g. trips/PTA events) are supervised, in accordance with legislation.

Students on placement

When volunteers are working in school as part of a recognised training course (such as PGCE, NVQ etc.), references and completion of an application form will not be required. However, we will require proof of DBS enhanced clearance with barred list check and will carry out identity checks when the student arrives at school. The student must also provide confirmation from their institution that they have been checked and are suitable to work with children. We will also require students to complete the Staff Suitability Declaration if they are working within the EYFS.

Students on work experience

Students on work experience will always be supervised.

Contractors

Regular contractors [e.g. caterers] must supply written confirmation from the employing organization that the relevant employment checks have been completed and identity will be checked on arrival at the school.

We ensure that contractors, or any employee of the contractor, working at the school have been subject to the appropriate level of DBS check, if any such check is required. Contractors and contractors' employees for whom an appropriate DBS check has not been undertaken will be supervised if they will have contact with children. If a contractor working at school is self-employed and will be in regulated activity, we will consider obtaining the DBS check, as self-employed people are not able to make an application directly to the DBS on their own account. We will check the identity of contractors and their staff on arrival at the school.

Amanda Douglas
Headteacher
September 2025