



Safer Recruitment Policy

Head Teacher: Mr M Brown

Chair of Governors: Mr S Fitz-Gerald

	Date	Name	Signature
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Lead Person	Head Teacher	Matthew Brown	
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Verified by	Vice Chair of Governors	Janet Phelps	
Approved by	Chair of Governors	Stuart Fitz-Gerald	

Blackfen School for Girls

Rationale

Children have the right to be protected from harm. Our safer recruitment policy and procedures ensures that this happens.

Statement of intent

Blackfen school is committed to safer recruitment practices and procedures.

These practices help make sure our staff and volunteers are suitable to work with children and young people. It is a vital part of creating a safe and positive environment and making a commitment to keep children safe from harm.

Safer recruitment is a continuing process of improvement for every school, club, business or organisation whose work or services involve contact with children.

Procedures

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.

Pre-interview

All applications for positions will be checked by the HR Officer who will highlight any concerns or gaps.

References (2) will be sought for all applicants.

Interview

The Head Teacher (or someone deputising who is safer recruitment trained) will check through the application and will highlight any concerns to seek clarification about.

All interviews are conducted by at least two members of staff. At least one member of staff on the interview panel must be trained in safer recruitment.

New staff

When appointing new staff, we will:

- verify their identity including any information about name changes and addresses over the last 3 years.
- obtain (via the applicant) an enhanced Disclosure and Barring Service (DBS) certificate, including barred list information for those who will be engaging in regulated activity (see below).
- 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.

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- 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, including (where relevant) any teacher sanctions or restrictions imposed by a European Economic Area professional regulating authority, and criminal records checks or their equivalent; and
- check that candidates taking up a management position are not subject to a prohibition from management (section 128) direction made by the secretary of state.

We will ask for written information about previous employment history and check that information is not contradictory or incomplete.

We will seek 2 references on all short-listed candidates, including internal candidates, before interview (unless the candidate states that they do not want this to happen). We will scrutinise these and resolve any concerns before confirming appointments. The references requested will ask specific questions about the suitability of the applicant to work with children.

Regulated activity means 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.

Existing staff

If we have concerns about an existing member of staff's suitability to work with children, we will carry out all the relevant checks as if the individual was a new member of staff. We will also do this if an individual moves from a post that is not regulated activity to one that is. We will do this if instructed e.g. by LADO or other external agency.

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 (see DfE guidance); or
- the individual has received a caution or conviction for a relevant offence, or there is reason to believe the individual has committed a listed relevant offence, under the Safeguarding Vulnerable Groups Act 2006 (Prescribed Criteria and Miscellaneous Provisions) Regulations 2009; or
- 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.

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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.

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 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.

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.

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.

Governors

All governors (this includes trustees, local governors and members] will have an enhanced DBS check without barred list information.

They will have an enhanced DBS check with barred list information.

The chair of the board will have their DBS check countersigned by the secretary of state.

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All proprietors, trustees, local governors and members will also have the following checks:

- a section 128 check (to check prohibition on participation in management under section 128 of the Education and Skills Act 2008);
- identity;
- right to work in the UK; and
- other checks deemed necessary if they have lived or worked outside the UK.

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.

Adults who supervise students on work experience

When organising work experience, we will ensure that policies and procedures are in place to protect children from harm.

We will also consider whether it is necessary for barred list checks to be carried out on the individuals who supervise a pupil under 16 on work experience. This will depend on the specific circumstances of the work experience, including the nature of the supervision, the frequency of the activity being supervised, and whether the work is regulated activity.

Responsibilities

HR Officer – for carrying out the relevant checks and for keeping the SCR up to date.

Named governor – for carrying out a check on the SCR every term.

External adviser – for working with the HR Officer and the governor to carry out checks every half term.

Head Teacher – for ensuring that all interview panels have at least one person who is safer recruitment trained.

HR Officer – ensuring that there is a register of staff and governors who are trained in safer recruitment including information about when the training was completed and who the training provider was.

HR Officer – ensuring that all staff and governors who are trained in safer recruitment update their training at least once every three years.

Links with other policies and legislation

Safeguarding and Child Protection policy (2019)

Keeping Children Safe in Education (2019)