

<b>Policy Title:</b>	CSS Safer Recruitment Policy
<b>Function:</b>	For information and guidance and incorporating the School's vision and core values. It forms part of the portfolio of policies designed to keep students safe, happy and cared for.
<b>Status:</b>	Statutory
<b>Audience:</b>	All staff
<b>Ownership / Implementation:</b>	The Principal has overall responsibility for ensuring that this policy is implemented.
<b>Implementation Date:</b>	January 2013
<b>Review period:</b>	Annually
<b>Last Reviewed:</b>	January 2015

This policy is informed by the DfE guidance laid down in 'Keeping children safe in education, statutory guidance for schools and colleges' April 2014. The policy has also been drafted with reference to the statutory duties under the Safeguarding Vulnerable Groups Act 2006 and the Protection of Freedoms Act 2012. It provides detail about the recruitment and selection procedures in place to support the Safeguarding and student welfare policy.

## Safer Recruitment

### 1. Introduction

Compass School Southwark ("the School") is committed to providing the best possible care and education to its pupils and to safeguarding and promoting the welfare of children and young people, as outlined in the Safeguarding and Student Welfare Policy. The School is also committed to providing a supportive and flexible working environment to all its members of staff. The School recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment.

The aims of the School's safer recruitment policy are as follows:-

- To ensure that the best possible staff are recruited on the basis of their merits, abilities and suitability for the position;
- To ensure that all job applicants are considered equitably and consistently;
- To ensure that no job applicant is treated unfairly on any grounds including race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital status, gender reassignment, pregnancy or maternity, disability or age;
- To ensure compliance with all relevant recommendations and guidance including the recommendations of the DfE in "Keeping Children Safe in Education" and the Code of Practice published by the Disclosure and Barring Service;
- To ensure that the School meets its commitment to safeguarding and promoting the welfare of children and young people by carrying out all necessary pre-employment checks.

Employees involved in the recruitment and selection of staff are responsible for familiarising themselves with and complying with the provisions of this policy.

### 2. Recruitment & Selection Procedure

All applicants for employment will be required to complete an **Application Form** containing questions about their academic and employment history and their suitability for the role. Incomplete Application Forms will be returned to the applicant where the deadline for completed Application Forms has not passed. A Curriculum Vitae will not be accepted in place of the completed Application Form.

Applicants will receive a Job Description and Person Specification for the role applied for.

The applicant may then be invited to attend a **Formal Interview** at which his/her relevant skills and experience will be discussed in more detail.

If it is decided to make an **Offer of Employment** following the formal interview, any such offer will be conditional on the following:

- the agreement of a mutually acceptable start date and the signing of a contract incorporating the School's standard terms and conditions of employment;

- the receipt of two references (one of which must be from the applicant's most recent headteacher/principal/employer) which the School considers satisfactory; and
- the receipt of a Disclosure from the Disclosure and Barring Service (DBS) with which the School is satisfied.

If the offer is accepted and the above conditions are satisfied, the applicant will be issued with a **Contract of Employment** as confirmation of employment.

### 3. Pre-employment checks

In accordance with the recommendations of the DfE the School carries out a number of pre-employment checks in respect of all prospective employees.

#### 3.1 Verification of Identity and Address

All applicants who are invited to an interview will be required to bring the following evidence of identity, address and qualifications:-

- current driving licence (including photograph) or passport or full birth certificate; **and**
- two utility bills or statements (from different sources) less than three months old showing their name and home address; **and**
- documentation confirming their National Insurance number (P45, P60 or National Insurance card); **and**
- documents confirming any educational and professional qualifications referred to in their Application Form.

Where an applicant claims to have changed his/her name by deed poll or any other mechanism (e.g. marriage, adoption, statutory declaration) he/she will be required to provide documentary evidence of the change.

In all cases original (not photocopy) documents must be provided.

#### 3.2 References

References will normally be taken up on short listed candidates prior to interview.

All offers of employment will be subject to the receipt of a minimum of two satisfactory references, one of which must be from the applicant's current or most recent employer. If the current/most recent employment does/did not involve work with children, then the second referee should be from the employer with whom the applicant most recently worked with children. Neither referee should be a relative or someone known to the applicant solely as a friend.

All referees will be asked whether they believe the applicant is suitable for the job for which they have applied and whether they have any reason to believe that the applicant is unsuitable to work with children. All referees will be sent a copy of the Job Description and Person Specification for the role that the applicant has applied for. If the referee is a current or previous employer, they will also be asked to confirm the following:

- the applicant's dates of employment, salary, job title/duties, reason for leaving, performance, sickness and disciplinary record;
- whether the applicant has ever been the subject of disciplinary procedures involving issues related to the safety and welfare of children (including any in which the disciplinary sanction has expired);
- whether any allegations or concerns have been raised about the applicant that relate to the safety and welfare of children or young people or behaviour towards children or young people.

The School will only accept references obtained directly from the referee and it will not rely on references or testimonials provided by the applicant or on open references or testimonials.

The School will compare all references with any information given on the application form. Any discrepancies or inconsistencies in the information will be taken up with the applicant before any appointment is confirmed.

### 3.3 Disclosure and Barring Service Checks Check

Due to the nature of the work, the School applies for criminal record certificates from the Disclosure and Barring Service ("DBS") in respect of all prospective staff members, councillors and volunteers.

There are two types of check that may be requested from the DBS depending on the nature of the position:

- **Enhanced Disclosure** - For posts involving greater with children or vulnerable adults, including regularly caring for, training, teaching, supervising or being in sole charge of such people. This check will include information on spent and unspent convictions, cautions, reprimands, final warnings and any additional information held by the local Police that is reasonably considered relevant to the workforce being applied for. Such a check may also include a check of the children's barred list.

Applicants with recent periods of overseas residence and those with little or no previous UK residence may also be asked to apply for the equivalent of a Disclosure, if one is available in the relevant jurisdiction(s).

The School expects supply/temporary worker agencies/contractors that are used by the School to register with the DBS on their own account and to follow their policy or their own comparable policy. **Proof of registration will be required before the School will commission services from any such organisation.**

## 4. Policy on recruitment of ex-offenders

### 4.1 Background

The School will not unfairly discriminate against any applicant for employment on the basis of conviction or other details revealed. The School makes appointment decisions on the basis of merit and ability. If an applicant has a criminal record this will not automatically debar him/her from employment within the School. Instead, each case will be decided on its merits in accordance with the objective assessment criteria set out in paragraph 4.2 below.

In view of the fact that all positions within the School will amount to "regulated positions" within the **meaning of the Safeguarding Vulnerable Groups Act 2006 and the Protection of Freedoms Act 2012, all applicants for employment must declare all previous convictions (including those which would normally be considered "spent" under the Rehabilitation of Offenders Act 1974)**. A failure to disclose a previous conviction may lead to an application being rejected or, if the failure is discovered after employment has started, may lead to summary dismissal on the grounds of gross misconduct. A failure to disclose a previous conviction may also amount to a criminal offence.

Under the relevant legislation, it is unlawful for the School to employ anyone who is included on the lists, maintained by the DBS, of individuals who are considered unsuitable to work with children. **In addition, it will also be unlawful for the School to employ anyone who is the subject of a disqualifying order made on being convicted or charged with the following offences against children: murder, manslaughter, rape, other serious sexual offences, grievous bodily harm or other serious acts of violence.**

It is a criminal offence for any person who is disqualified from working with children to attempt to apply for a position within the School. If

- the School receives an application from a disqualified person;
- is provided with false information in, or in support of an applicant's application; or
- the School has serious concerns about an applicant's suitability to work with children, it will report the matter to the Police, DBS and/or the DfE National Safeguarding Delivery Unit (formerly the Teacher's Misconduct Team).

#### **4.2 Assessment Criteria**

In the event that relevant information (whether in relation to previous convictions or otherwise) is volunteered by an applicant during the recruitment process or obtained through a disclosure check, the School will consider the following factors before reaching a recruitment decision:

- whether the conviction or other matter revealed is relevant to the position in question;
- the seriousness of any offence or other matter revealed;
- the length of time since the offence or other matter occurred;
- whether the applicant has a pattern of offending behaviour or other relevant matters;
- whether the applicant's circumstances have changed since the offending behaviour or other relevant matters; and
- the circumstances surrounding the offence and the explanation(s) offered by the convicted person.

If the post involves regular contact with children, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted at any time of any the following offences:-

- against adults: murder, manslaughter, rape, other serious sexual offences, grievous bodily harm or other serious acts of violence;

- against children or adults: serious class A drug related offences, robbery, burglary, theft, deception or fraud.

If the post involves access to money or budget responsibility, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted at any time of robbery, burglary, theft, deception or fraud.

If the post involves some driving responsibilities, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted of drink driving within the last 10 years.

#### **4.3 Assessment Procedure**

In the event that relevant information (whether in relation to previous convictions or otherwise) is volunteered by an applicant during the recruitment process or obtained through a disclosure check, the School will carry out a risk assessment by reference to the criteria set out above. The assessment form must be signed by the Principal of the School before a position is offered.

If an applicant wishes to dispute any information contained in a Disclosure, he/she can do so by contacting the DBS direct. In cases where the applicant would otherwise be offered a position were it not for the disputed information, the School will, where practicable, defer a final decision about the appointment until the applicant has had a reasonable opportunity to challenge the Disclosure information.

#### **4.4 Retention and Security of Disclosure Information**

The School's policy is to observe the guidance issued or supported by the DBS on the use of Disclosure information.

In particular, the School will:-

- store Disclosure information and other confidential documents issued by the DBS in locked, non-portable storage containers, access to which will be restricted to members of the School's senior leadership team and the Principal's personal assistant.
- not retain Disclosure information or any associated correspondence for longer than is necessary. In most cases, the School will not retain such information for longer than 6 months although the School will keep a record of the date of a Disclosure, the name of the subject, the type of Disclosure, the position in question, the unique number issued by the DBS and the recruitment decision taken.
- ensure that any Disclosure information is destroyed by suitably secure means such as shredding;
- prohibit the photocopying or scanning of any Disclosure information.

The School complies with the provisions of the DBS Code of Practice, a copy of which is available on request.

### **5. Retention of Records**

If an applicant is appointed, the School will retain any relevant information provided on their application form (together with any attachments) on their personnel file. If the application is

unsuccessful, all documentation relating to the application will normally be confidentially destroyed after 6 months unless the applicant specifically requests the School to keep their details on file.

**6. Queries**

If an applicant has any queries on how to complete the Application Form or any other matter they should contact the Principal or Business Manager

### CSS Recruitment and Selection Checklist

	<b>TIMETABLE DECIDED</b> Job specification and description and other documents to be provided to applicants reviewed and updated as necessary. Application form seeks all relevant information and includes relevant statements about references etc.
	<b>VACANCY ADVERTISED</b> (where appropriate) Advertisement includes reference to safeguarding policy, i.e. statement of commitment to safeguarding and promoting welfare of children, and need for successful applicant to be Enhanced DBS checked.
	<b>APPLICATIONS</b> on receipt <b>scrutinised</b> any discrepancies/anomalies/gaps in employment noted to explore if candidate considered for short listing
	<b>SHORTLIST REFERENCES</b> sought directly from referee on short listed candidates: ask recommended specific questions: include statement about liability for accuracy
	<b>REFERENCES</b> On receipt, checked against information on application; scrutinised; any discrepancy/ issue of concern noted to take up with applicant (at interview if possible)
	<b>INVITATION TO INTERVIEW</b> Includes all relevant information and instructions – paragraphs 3.36–3.39 (Including bringing proof of Qualifications to be copied and held on file)
	<b>INTERVIEW ARRANGEMENTS</b> At least 2 interviewers: panel members have authority to appoint: have met and agreed issues and questions/assessment criteria/standards. At least one must have completed Safer Recruitment Training
	<b>INTERVIEW</b> Explores applicants' suitability for work with children as well as for the post. N.B Identity and qualifications of successful applicant verified on day of interview by scrutiny of appropriate <b>original</b> documents: copies of documents taken and placed on file; where appropriate applicant completed application for CRB Disclosure
	<b>CONDITIONAL OFFER OF APPOINTMENT: PRE APPOINTMENT CHECKS</b> offer of appointment is made conditional on satisfactory completion of the following pre-appointment checks and a probationary period – (Usually not less than 6 months and not More than 12 months from the date of commencement of employment)
	<b>REFERENCES</b> (if not obtained and scrutinised previously)
	<b>IDENTITY</b> (if that could not be verified straight after the Interview)
	<b>QUALIFICATIONS</b> (if not verified on the day of interview) and Permission to work in UK if required
	<b>DBS</b> Where appropriate satisfactory DBS Disclosure received
	<b>LIST 99</b> person is not prohibited from taking up the post
	<b>HEALTH</b> the candidate is medically fit