

Longdean School



Safer Recruitment Policy

Reviewed: October 2010
Ratified: October 2010
Next review: October 2011

Safer Recruitment Policy

1 Policy Statement

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

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

2 Statutory Requirements

There are some statutory requirements for the appointment of some staff in schools - notably headteachers and deputy headteachers. These requirements change from time-to-time and must be met.

3 Identification of recruiters

The school will have at least one recruiter on the interview panel that has successfully completed accredited training in safe recruitment procedures.

4 Inviting Applications

4.1 All advertisements for posts - whether in newspapers, journals or on-line - will include the statement.

“The school is committed to safeguarding children and young people. All postholders are subject to a satisfactory enhanced Criminal Records bureau disclosure.”

4.2 Prospective applicants will be supplied, as a minimum, with the following:

- Job description and person specification
- The school’s child protection policy
- The school’s recruitment policy (this document)
- The selection procedure for the post
- An application form

4.3 All prospective applicants must complete, in full, an application form.

5 Short-listing and References

5.1 Short-listing of candidates will be against the person specification for the post.

5.2 Where possible, references may be taken up before the selection stage, so that any discrepancies can be probed during the selection stage. In the case of Support Staff, any offer of employment will be made subject to references, which will be taken up immediately following interview.

- 5.3 References will be sought directly from the referee. Any references or testimonials provided by the candidate will never be accepted.
- 5.4 Where necessary, referees will be contacted by telephone or email in order to clarify any anomalies or discrepancies. A detailed written note will be kept of such exchanges.
- 5.5 Where necessary, previous employers who have not been named as referees will be contacted in order to clarify any anomalies or discrepancies. A detailed written note will be kept of such exchanges.
- 5.6 Referees will always be asked specific questions about:
- The candidate's suitability for working with children and young people
 - Any disciplinary warnings, including time-expired warnings, that relate to the safeguarding of children
 - The candidate's attendance rate for the last 24 months
 - The candidate's suitability for this post
- 5.7 School employees are entitled to see and receive, if requested, copies of their employment references.

6 The Selection Process

- 6.1 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.
- 6.2 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 be via visual electronic link).
- 6.3 Candidates will always be required:
- To explain satisfactorily any gaps in employment
 - To explain satisfactorily any anomalies or discrepancies in the information available to recruiters
 - To declare any information that is likely to appear on a CRB disclosure
 - To demonstrate their capacity to safeguard and protect the welfare of children and young people.
- 6.4 We follow Equal Opportunities as laid out in our EO policy

7 Employment Checks

- 7.1 All successful applicants are required;
- To provide proof of identity
 - To complete a CRB disclosure application and receive satisfactory clearance
 - To provide actual certificates of qualifications or if this is not possible to check with the GTC
 - To complete a confidential health questionnaire

- To provide proof of eligibility to live and work in the UK

8 Induction

- 8.1 All staff who are new to the school will receive induction training that will include the school's safeguarding policies and guidance on safe working practices.
- 8.2 Regular meetings will be held during the first 3 months of employment between the new employee and the appropriate manager.