

"As unique individuals, we do our best at work and play for the love of God and others."



St Benedict's Catholic Primary School

Safer Recruitment Policy

**Adopted by St Benedict's Catholic Primary School: April 2020
Reviewed: April 2023**

To be reviewed April 2026

ST BENEDICT'S SAFER RECRUITMENT POLICY

1. INTRODUCTION

1.1 This policy has been developed to embed safer recruitment practices and procedures throughout **St Benedict's Catholic Primary School** and to support the creation of a safer culture by reinforcing the safeguarding and well-being of children and young people in our care. This policy complies with guidance outlined in '*Safeguarding Children and Safer Recruitment in Education-January 2007*' and in Keeping Children Safe in Education. 2014.

1.2 This policy reinforces the conduct outlined in the Government Office North West '*Guidance for Safer Working Practice for Adults who Work with Children and Young People*' as well as the school's whistle blowing policy all staff are expected to be familiar with. All successful candidates for paid or volunteer employment will be made aware of these documents.

1.3 This policy is an essential element in creating and maintaining a safe and supportive environment for all pupils, staff and others within the school community and aims to ensure both safe and fair recruitment and selection of all staff and volunteers by:

- attracting the best possible candidates/volunteers to vacancies,
- detering prospective candidates/volunteers who are unsuitable from applying for vacancies
- identifying and rejecting those candidates/volunteers who are unsuitable to work with children and young people.

1.4 **St Benedict's Catholic Primary School** is committed to using disciplinary procedures that deal effectively with those adults who fail to comply with the school's safeguarding and child protection procedures and practices.

1.5 As an employer we are under a duty to refer to the ISA, any member of staff who, following disciplinary proceedings, is dismissed because of misconduct towards a pupil and we may refer any concerns we have before the completion of this process.

1.6 There is no place for extremist views of any kind in our school, whether from internal sources – pupils/ students, staff or governors, or external sources – school community, external agencies or individuals. Our pupils/ students see our school as a safe place where they can explore controversial issues safely and where our teachers encourage and facilitate this; we have a duty to ensure this happens. The school will adhere to the Government Prevent Strategy and will refer any allegation or information about an adult that indicates that they may be unsuitable to work with children because of concerns relating to extremism and radicalisation immediately in line with the procedures outlined in our Policy for the Prevention of Extremism and Radicalisation.

2. ROLES and RESPONSIBILITIES

2.1 The Governing Body 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 guidance and legal requirements
- monitor the school's compliance with them
- ensure that appropriate staff and governors have completed safer recruitment training

2.2 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

3. INVITING APPLICATIONS

3.1 All advertisements for paid or unpaid posts will include the following statement:

“St Benedict’s Catholic Primary School “is committed to safeguarding children and young people. All post holders are subject to appropriate vetting procedures through the ISA and Disclosure and Barring Service”.

3.2. All applicants will receive a pack containing the following when applying for a post:

A statement of the school's commitment to ensuring the safety and well-being of the pupils

- Job description and person specification
- The school's Safeguarding Policy
- The school's Safer Recruitment Policy
- The selection procedure for the post
- An application form

3.3 Prospective applicants must complete, in full, and return a signed application form. Incomplete application forms will be returned to the applicant where the deadline for completed forms has not passed.

3.4. Candidates submitting an application form completed on line will be asked to sign the form if called for interview.

3.5 A curriculum vitae will not be accepted in place of a completed application form.

4. IDENTIFICATION OF THE RECRUITMENT PANEL

4.1 At least one member of the Selection and Recruitment Panel will have successfully completed training in safer recruitment.

5. SHORT LISTING AND REFERENCES

5.1 Candidates will be short listed against the person specification for the post.

5.2 Two references, one of which must be from the applicant's current/most recent employer, will be taken up before the selection stage so that any discrepancies may be probed during this stage of the procedure.

5.3 References will be sought directly from the referee, and where necessary, will be contacted to clarify any anomalies or discrepancies. Detailed written records will be kept of such exchanges.

5.4 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.

5.5 Referees will be asked specific questions about the following:

The candidate's suitability to work with children and young people

Any disciplinary warnings, including time-expired warnings, relating to the safeguarding of children and young people

The candidate's suitability for the post

5.6 Reference requests will include the following:

Applicants current post and salary

Sickness record

Attendance record

Disciplinary record

5.7 All appointments are subject to satisfactory references and vetting procedures through the ISA and Disclosure and Barring Service".

6. INVITATION TO INTERVIEW

6.1 Candidates called 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

Further copy of the person specification

Details of any tasks to be undertaken as part of the interview process

The opportunity to discuss the process prior to the interview

7. THE SELECTION PROCESS

7.1 Selection techniques will be determined by the nature and duties of the post but all vacancies will require an interview of short-listed candidates.

7.2 Interviews will always be face-to-face.

7.3 Candidates will be required to:

- Explain any gaps in employment

- Explain satisfactorily any anomalies or discrepancies in the information available to the panel

- Declare any information that is likely to appear on the CRB disclosure

- Demonstrate their ability to safeguard and protect the welfare of children and young people.

8. EMPLOYMENT CHECKS

8.1 An offer of appointment will be conditional and all successful candidates will be required to:

- Provide proof of identity

- Complete vetting procedures through the ISA and Disclosure and Barring Service".

- Provide proof of professional status

- Provide actual certificates of qualifications

- Complete a confidential health questionnaire

- Provide proof of eligibility to live and work in the UK

8.2 All checks will be:

- Confirmed in writing

- 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.

8.3 Employment will commence subject to all checks and procedures being satisfactorily completed.

9. INDUCTION

9.1 All staff and volunteers who are new to the school will receive information on the school's safeguarding policy and procedures and guidance on safe working practices as part of their induction training.

9.2 All successful candidates will undergo a period of monitoring and will:

- Meet regularly with their induction tutor

- Meet regularly with their line manager

- Attend any appropriate training

10. SUPPLY STAFF

10.1 St Benedict's Catholic Primary School will only use those agencies which operate a Safer Recruitment Policy and supply written confirmation that all relevant checks have been satisfactorily completed. Any information disclosed as part of the vetting procedures through the ISA and Disclosure and Barring Service will be treated confidentially. 10.2. St Benedict's Catholic Primary School will carry out identity checks when the individual arrives at school.

11. PERIPATETIC STAFF

11.1 St Benedict's Catholic Primary School will require that all necessary checks and DBS requirements have been satisfactorily completed for peripatetic staff.