

SAFER RECRUITMENT POLICY 2025-2026

Monitoring and review

This policy will be reviewed annually by the governing body to assess its effectiveness. The policy will be promoted and implemented throughout the school.

Staff With Responsibility For Policy:		Stephanie Hardman	
Date Established:	Spring Term 2011	Review Cycle:	Every One Years

Document Control & Review			
Date:	Action:	Changes Made:	By:
Summer 2011	Created	Policy created and sent out for consultation	
Annually to Summer 2022	Reviewed		SJ
29.09.23	Reviewed	Section 128 highlighted	SJ
07.05.24	Reviewed	Section added on Staff HR files and retention of DBS certificates.	SJ
01.10.24	Reviewed	New staff recruited.	SJ
10.09.25	Reviewed	New staff recruited.	SJ

Contents	Page
Recruitment and selection process	3
Advertising	3
Application forms	3
Shortlisting	3
Seeking references and checking employment history	4
Interview and selection	4
Pre-appointment vetting checks	4
Online Presence and Social Media Checks	4
New Staff	5
Staff HR files:	5
DBS Update Service	6
Regulated activity	6
Existing staff	6
Agency and third-party staff	6
Contractors	7
Trainee/student teachers	7
Volunteers	7
Section 128	7
Staff working in alternative provision settings	8
Adults who supervise pupils on work experience	8
Pupils staying with host families	8

Recruitment and selection process

The recruitment steps outlined below are based on part 3 of Keeping Children Safe in Education.

To make sure we recruit suitable people, we will ensure that those involved in the recruitment and employment of staff to work with children have received appropriate safer recruitment training. We have put the following steps in place during our recruitment and selection process to ensure we are committed to safeguarding and promoting the welfare of children.

Advertising

When advertising roles, we will make clear:

- ▶ Our school's commitment to safeguarding and promoting the welfare of children
- ▶ That safeguarding checks will be undertaken
- ▶ The safeguarding requirements and responsibilities of the role, such as the extent to which the role will involve contact with children
- ▶ Whether or not the role is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. If the role is exempt, certain spent convictions and cautions are 'protected', so they do not need to be disclosed, and if they are disclosed, we cannot take them into account

Application forms

Our application forms will:

- ▶ Include a statement saying that it is an offence to apply for the role if an applicant is barred from engaging in regulated activity relevant to children (where the role involves this type of regulated activity)
- ▶ Include a copy of, or link to, our child protection and safeguarding policy and our policy on the employment of ex-offenders

Shortlisting

Our shortlisting process will involve at least 2 people and will:

- ▶ Consider any inconsistencies and look for gaps in employment and reasons given for them
- ▶ Explore all potential concerns
- ▶ As part of the shortlisting process, the schools will carry out an online search as part of due diligence on the shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with the applicant at interview."

Once we have shortlisted candidates, we will ask shortlisted candidates to:

- ▶ Complete a self-declaration of their criminal record or any information that would make them unsuitable to work with children, so that they have the opportunity to share relevant information and discuss it at interview stage. The information we will ask for includes:
 - If they have a criminal history
 - Whether they are included on the barred list
 - Whether they are prohibited from teaching
 - Information about any criminal offences committed in any country in line with the law as applicable in England and Wales

- Any relevant overseas information
- ▶ Sign a declaration confirming the information they have provided is true

Seeking references and checking employment history

We will obtain references before interview. Any concerns raised will be explored further with referees and taken up with the candidate at interview.

When seeking references, we will:

- ▶ Not accept open references
- ▶ Liaise directly with referees and verify any information contained within references with the referees. We require at least two references to be provided in writing.
- ▶ Ensure any references are from the candidate's current employer and completed by a senior person. Where the referee is school based, we will ask for the reference to be confirmed by the headteacher/principal as accurate in respect to disciplinary investigations
- ▶ Obtain verification of the candidate's most recent relevant period of employment if they are not currently employed
- ▶ Secure a reference from the relevant employer from the last time the candidate worked with children if they are not currently working with children
- ▶ Compare the information on the application form with that in the reference and take up any inconsistencies with the candidate
- ▶ Resolve any concerns before any appointment is confirmed

Interview and selection

When interviewing candidates, we will:

- ▶ Probe any gaps in employment, or where the candidate has changed employment or location frequently, and ask candidates to explain this
- ▶ Explore any potential areas of concern to determine the candidate's suitability to work with children
- ▶ Record all information considered and decisions made

Pre-appointment vetting checks

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.

Online and Social Media Presence Checks

Shortlisted candidates will be informed that we will carry out online and social media presence checks as part of our due diligence process prior to interview.

KCSIE 2022 states: "... as part of the shortlisting process, schools and colleges should consider carrying out an online search as part of their due diligence on... shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the school or college might want to explore with the applicant at interview." (para 220).

As part of our ongoing safeguarding practice, we revisit the Social Media and Online Presence Checks each year alongside checking the DBS update service for any changes to each employees DBS status.

New staff

All offers of appointment will be conditional until satisfactory completion of the necessary pre-employment checks. When appointing new staff, we will:

- ▶ Verify their identity
- ▶ Obtain (via the applicant) an enhanced DBS certificate, including barred list information for those who will be engaging in regulated activity (see definition below). We will obtain the certificate before, or as soon as practicable after, appointment, including when using the DBS update service. We will not keep a copy of the certificate for longer than 6 months, but when the copy is destroyed we may still keep a record of the fact that vetting took place, the result of the check and recruitment decision taken
- ▶ 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
- ▶ 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. Where available, these will include:
 - For all staff, including teaching positions: [criminal records checks for overseas applicants](#)
 - For teaching positions: obtaining a letter of professional standing from the professional regulating authority in the country where the applicant has worked
- ▶ 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

* Management positions are most likely to include, but are not limited to, principals and deputy/assistant principals.

Staff HR files:

Keeping Children Safe in Education says that all documents used to verify identity should be kept in the personnel file, apart from the DBS certificate.

See KCSIE (2018) paragraph 149. 'Schools and colleges do not have to keep copies of DBS certificates in order to fulfil the duty of maintaining the single central record. To help schools and colleges comply with the requirements of the Data Protection Act 2018, when a school or college chooses to retain a copy, it should not be retained for longer than six months. A copy of the other documents used to verify the successful candidate's identity, right to work and required qualifications should be kept for the personnel file. Further information on handling DBS certificate information can be found on GOV.UK'.

DBS Update Service

As recommended in KCSIE 2021 we require new staff to join the Update Service as part of their employment contract with us. The benefits of joining the Update Service are:

- ▶ portability of DBS checks across employers;
- ▶ online checks to identify whether there has been any change to the information recorded, since the initial certificate was issued and advise whether the individual should apply for a new DBS check; and
- ▶ that individuals will be able to see a full list of those organisations that have carried out a status check on their account.

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

In certain circumstances we will carry out all the relevant checks on existing staff as if the individual was a new member of staff. These circumstances are when:

- ▶ There are concerns about an existing member of staff's suitability to work with children; or
- ▶ An individual moves from a post that is not regulated activity to one that is; or
- ▶ There has been a break in service of 12 weeks or more

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](#); or
- ▶ We believe the individual has received a caution or conviction for a relevant (automatic barring either with or without the right to make representations) offence, under the [Safeguarding Vulnerable Groups Act 2006 \(Prescribed Criteria and Miscellaneous Provisions\) Regulations 2009](#); or
- ▶ We believe 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

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 includes contractors who are provided through a PFI or similar contract). 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

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

Section 128

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](#)). (exempt for anyone for proprietors in post prior to 2015)
- ▶ Identity
- ▶ Right to work in the UK
- ▶ 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 pupils 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.

Pupils staying with host families

Where the school makes arrangements for pupils to be provided with care and accommodation by a host family to which they are not related (for example, during a foreign exchange visit), we will request enhanced DBS checks with barred list information on those people.

Where the school is organising such hosting arrangements overseas and host families cannot be checked in the same way, we will work with our partner schools abroad to ensure that similar assurances are undertaken prior to the visit.