



Safer Recruitment Policy

March 2025

Introduction

Safeguarding children must be a priority for our school and incorporating safeguarding measures in the recruitment process, at the same rigorous level no matter what the posts within the school, is an essential part of that.

(NCSL, 2006)

Aims and Objectives

- To set out our philosophy of safer recruitment.
- To ensure that the recruitment of staff is done equitably and robustly.
- To ensure that there is a rigorous process of vetting for appointments.
- To ensure that the safety of children is at the heart of all appointments to the school.

The Process

- Recruitment advertising must contain a safer recruitment statement.
- The Job description must be clear.
- The person specification must include child protection duties.
- A minimum of two written references must be taken up before interview. If a candidate is not currently working with children but has done so in the past then an additional reference may be required.
- The interview process is conducted by at least two senior members of staff, at least one of whom has been trained in safe recruitment practices.
- Gathering information and carrying out checks on a candidate is followed in every case.
- The candidate's suitability to work with children is explored at interview.
- An assessment will be made of every post as to the degree of (un)supervised access to children and the key skills required
- Appointments will only be confirmed after all checks have been completed satisfactorily.
- All new staff will receive induction, training and a mentor.
- Opportunities will be provided during the induction process to recognise any concerns or issues of or about new members of staff at the outset and act upon them immediately.

Inviting applicants

- All adverts should carry a statement on the School's policy towards safeguarding children and the requirements for DBS checks.
- Information packs to candidates should also include the safer recruitment policy.
- It will be made clear to candidate that only LA completed application forms will be accepted (not CV's).
- It will be made clear to candidates that as part of the interview process, questions about safeguarding children will be asked.
- Any gaps in a candidates application form will be explored, this will include: incomplete forms and gaps in work history.
- Candidates must bring with them a completed CRB form to the interview along with three forms of identification (one of which must be a picture I.D.).
- Candidates must also bring original documents and certificates to the interview.

- Two references must be taken up prior to interview. One must be the current, or more recent, employer.
- If recruiting from overseas, a confirmation from overseas will be required
- Any discrepancies in the application will be followed up by phoning the referees.
- If concerns continue, then advice will be sought from the LA.
- Providing false information will result in: the application being rejected, summary dismissal if the applicant has been selected, referral to the teacher's misconduct team or police, informing the LA, informing other School's where necessary.
- When requesting references the referee will be asked about the candidate's suitability for working with children using the LA agreed reference request form.
- During the interview process, open ended questions will be used to explore the candidate's suitability for the post. Questions will also be asked about the candidate's attitude towards child protection requesting examples of incidents from the candidate's history rather than hypothetical incidents.
- The interview panel will apply the same procedures to all candidates.
- The interview panel will meet before hand to analyse and review all the information about the candidates and formulate questions. The interview panel will not apply the same questions rigidly to all candidates but will ask further probing questions if required. Notes will be taken of all answers candidates give.
- No interviews will take place over the telephone.
- Candidates will be asked during the interview if they are a firm candidate for the post.

Conclusion

"...careful recruitment of staff is the first step to safeguarding and promoting the welfare of children in education"

Our academies are committed to equality, and to making fair and equitable treatment an integral part of the work of the school. Action will be taken to identify and eliminate all forms of discriminatory practices which act as barriers to achieving this objective.

All arrangements for, and the implementation of, all recruitment and selection activities will comply with sex, sexual orientation, transgender race, religion, rehabilitation of offenders, disability and age anti-discriminatory legislation.

All those participating in recruitment and selection activities are expected to make judgements and exercise discretion. Judgements and choices should be made within the parameters of the information provided within the "*Recruitment and Selection Guide for Schools and Colleges*" to appoint individuals whose skills, behaviours and competencies are best matched to the duties of the post, in order to deliver the highest quality education to children and young people within the school.

Please read the attached Safe Recruitment Statement before completing this form then complete in block capitals. You may continue on a separate sheet if you wish.

Full name and address:				
Date of birth:				
Any previous surnames:				
School applying to:				
Post applying for and the reference number:				
Have you ever been convicted of a criminal offence or been the subject of a caution or bind-over order?	Yes		No	
If yes, please state the nature of the offence(s) and the date(s) in the space given (you may continue on a separate sheet if necessary):				
Is your name currently on List 99 or the POCA list (lists of people legally barred or restricted from working with children)?	Yes		No	
Are you subject to sanctions imposed by a regulatory body (for example the General Teaching Council)?	Yes		No	
If yes, please state the nature of the sanctions imposed (you may continue on a separate sheet if necessary):				
Have you been CRB cleared by Newcastle City Council within the last 3 years?	Yes		No	
If yes, have you had a break in service in the last 3 years?	Yes		No	

I certify that to the best of my knowledge the information I have given on this form is correct.

I agree to obtain an Enhanced Certificate of Disclosure from the Criminal Records Bureau if I am offered the post

Signed: Date:



Appendix 4

Recruitment Plan

Please read the guidance notes at the end of form before use.

Post/Reference number:	
Person(s) with delegated responsibility to make appointment:	
Additional members of interview panel:	
Recruitment Administrator:	
Date & venue of planning meeting to agree plan, advert, person spec, job description and application pack:	
Publications that the advert will appear in:	
Date advert to be sent to publication/ Exchequer Services: <i>(check copy deadline)</i>	
Date advert will appear in publication: <i>(check publication timescale)</i>	
Closing Date: <i>(e.g. 2 weeks later)</i>	
Date and venue of shortlisting meeting: <i>(e.g. 1 week later)</i>	
Date short listed candidates to be notified of interview and reference requests to be sent:	
Date and venue interviews /other assessment to be held: <i>(e.g. 1 week later)</i>	
Date and venue of full governing body meeting	

required to ratify appointment (head teacher appointments only):	
Date successful and unsuccessful candidates to be notified:	

Guidance Notes

This template is designed to help academies plan a recruitment exercise and sets out an example timeline for a typical external recruitment process. The plan will help the appointments panel and recruitment administrator plan the key actions needed during the recruitment process and who is responsible for these.

People who need to be involved in the recruitment process:

It is important to determine at the planning stage of the recruitment exercise which trustees and staff need to be involved. This must include the person(s) to whom trustees have formally delegated responsibility for making appointment decisions. This can be one or more trustee, the head teacher or one or more trustees and the head teacher together. This person(s) has responsibility for making the decision about which candidate to appoint and ensuring that all required pre-employment checks are taken up and are judged to be satisfactory. This responsibility cannot be delegated to anyone else.

The interview panel may also include:

- the line manager of the post;
- any other relevant manager; and
- any specialist advisers who might be involved, for example Human Resources officers, Local Authority school improvement advisers, external partners or officers from the diocese.

It is also important to identify at the planning stage someone who will be responsible for the administration of the recruitment exercise, for example sending out application forms, interview letters, taking up references, checking documentation and organising pre-employment checks.

Timescales

Deciding the timescales for the recruitment process at an early stage allow dates to be booked into diaries and relevant venues to be confirmed. Including planned interview dates in adverts or application packs is good practice so that applicants are aware of these at an early stage and can make appropriate plans.

When planning the recruitment process it is good practice to consider the notice periods of the candidates you are likely to appoint:

- Teachers can only resign from the posts with effect from 31 August, 31 December or 30 April and must give 2 months' notice in the Autumn and Spring Terms and 3 months' notice in the Summer Term;
- Head Teachers resign with effect from the same dates but must give 3 months' notice in the Autumn and Spring Terms and 4 months' notice in the Summer term;

- The arrangements for support staff will depend on the notice periods set by their current employer but they can usually resign at any point in the year. Support staff in Newcastle City Council have to give one month's notice or six weeks' notice if they are paid on a Principal Officer grade.



Appendix 3

Recruitment Checklist

Vacancy: _____

Closing date: _____

Pre Interview	Initials	Date
<p style="text-align: center;">PLANNING</p> <p>Timetable decided: job specification and description and other documents to be provided to applicants reviewed and updated as necessary. Appropriate application form chosen.</p>		
<p>VACANCY ADVERTISED (where appropriate)</p> <p>Advertisement must include reference to safeguarding policy, i.e. statement of commitment to safeguarding and promoting welfare of children, and need for successful applicant to be DBS checked</p>		
<p>APPLICATIONS</p> <p>On receipt scrutinised – any discrepancies/anomalies/gaps in employment noted to explore if candidate considered for short listing.</p>		
<p style="text-align: center;">SHORTLIST PREPARED</p>		
<p>REFERENCES</p> <p>Sought directly from referee on short listed candidates: ask recommended specific questions and include statement about liability for accuracy</p>		
<p>REFERENCES – on receipt</p> <p>Checked against information on application; scrutinised; any discrepancy/ issue of concern noted to take up with applicant (at interview if possible)</p>		

<p style="text-align: center;">INVITATION TO INTERVIEW</p> <p>Includes all relevant information and instructions</p>		
<p style="text-align: center;">INTERVIEW ARRANGEMENTS</p> <p>At least 2 interviewers: panel members have authority to appoint: have met and agreed issues and questions/assessment criteria/standards</p>		
<p style="text-align: center;">INTERVIEW</p> <p>Explores applicants' suitability for work with children as well as for the post</p>		
<p>N.B Identity and qualifications of successful applicant verified on day of interview by scrutiny of appropriate original documents: copies of documents taken and placed on file; where appropriate applicant completed application for CRB Disclosure</p>		
<p>CONDITIONAL OFFER OF APPOINTMENT: PRE APPOINTMENT CHECKS offer of appointment is made conditional on satisfactory completion of the following pre-appointment checks and for non-teaching posts a probationary period</p>		
<p>REFERENCES (if not obtained and scrutinised previously). Received and recorded on single central record</p>		
<p>IDENTITY (if that could not be verified straight after the interview). Confirmation received and recorded on single central record.</p>		
<p>QUALIFICATIONS (if not verified on the day of interview). Confirmation received and recorded on single central record.</p>		
<p>RIGHT TO WORK IN THE UK. Confirmation received and recorded on single central record.</p>		
<p>DBS –satisfactory DBS Disclosure. Confirmation received and recorded on single central record.</p>		
<p>LIST 99 – person is not prohibited from taking up the post. Confirmation received and recorded on single central record.</p>		
<p>HEALTH – the candidate is medically fit. Confirmation received and recorded on single central record.</p>		

GTC England – (for teaching posts) the teacher is registered with the GTCE. Confirmation received and recorded on single central record.		
QTS – (for teaching posts) the teacher has obtained QTS or is exempt from the requirement to hold QTS		