

SAFER RECRUITMENT POLICY



Approved by GUIDE92 Governance:	December 2019
Policy Review Date:	December 2021
Staff Responsible:	Centre Director
Governor Link:	Chair of Governors

1. INTRODUCTION

1.0 The safe recruitment of staff in schools and provisions is the first step to safeguarding and promoting the welfare of children in education. GUIDE92 is committed to safeguarding and promoting the welfare of all students in its care. As an employer, GUIDE92 expects all staff and volunteers to share this commitment.

2. AIMS AND OBJECTIVES

2.1. The aims of the Safer Recruitment policy is to help deter, reject or identify people who might abuse students or are otherwise unsuited to working with them by having appropriate procedures for appointing staff.

2.2 The aims of GUIDE92's 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 equally 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 or civil partner status, disability or age;
- to ensure compliance with all relevant legislation, recommendations and guidance including the statutory guidance published by the Department for Education (**DfE**), Keeping Children Safe in Education (**KCSIE**), the Prevent Duty Guidance for England and Wales 2019 (the **Prevent Duty Guidance**) and any guidance or code of practice published by the Disclosure and Barring Service (**DBS**); and
- to ensure that GUIDE92 meets its commitment to safeguarding and promoting the welfare of children and young people by carrying out all necessary pre-employment checks.

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

2.4 GUIDE92 has a principle of open competition in its approach to recruitment and will seek to recruit the best applicant for the job. The recruitment and selection process should ensure the identification of the person best suited to the job based on the applicant's abilities, qualification, experience and merit as measured against the job description and person specification.

2.5 The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance (including KCSIE and Prevent Duty Guidance).

2.6 If a member of staff involved in the recruitment process has a close personal or familial relationship with an applicant they must declare it as soon as they are aware of the individual's application and avoid any involvement in the recruitment and selection decision-making process.

2.7 GUIDE92 aims to operate this procedure consistently and thoroughly while obtaining, collating, analysing and evaluating information from and about applicants applying for job vacancies.

3. ROLES AND RESPONSIBILITIES

3.1 It is the responsibility of the Governing Body to:

- Ensure GUIDE92 has effective policies and procedures in place for recruitment of all

- staff and volunteers in accordance with DfE guidance and legal requirements.
- Monitor GUIDE92's compliance with them.

3.2 It is the responsibility of the Centre Director and Centre Managers involved in recruitment to:

- ensure that GUIDE92 operates safe recruitment procedures and makes sure all appropriate checks are carried out on all staff and volunteers who work at the provision.
- monitor contractors' and agencies' compliance with this document.
- promote welfare of children and young people at every stage of the procedure.

3.3 The Governing Body has delegated responsibility to the Centre Director to lead in all appointments. Governors may be involved in staff appointments but the final decision will rest with the Centre Director.

3.4 Definition of Regulated Activity and Frequency

Any position undertaken at, or on behalf of GUIDE92 will amount to 'regulated activity' if it is carried out:

- frequently, meaning once a week or more; or
- overnight, meaning between 2.00 am and 6.00 am; or
- satisfies the 'period condition', meaning four times or more in a 30 day period; and
- provides the opportunity for contact with children.

Roles which are carried out on an unpaid / voluntary basis will only amount to regulated activity if, in addition to the above, they are carried out on an unsupervised basis.

3.5 GUIDE92 is not permitted to check the Children's Barred List unless an individual will be engaging in 'regulated activity'. GUIDE92 is required to carry out an enhanced DBS check for all staff, supply staff and governors who will be engaging in regulated activity. However, GUIDE92 can also carry out an enhanced DBS check on a person who would be carrying out regulated activity but for the fact that they do not carry out their duties frequently enough i.e. roles which would amount to regulated activity if carried out more frequently.

4.0 RECRUITMENT AND SELECTION PROCEDURE

4.1 Advertising

- To ensure equality of opportunity, GUIDE92 will advertise all vacant posts to encourage as wide a field of applicant as possible.
- Any advertisement will make clear GUIDE92's commitment to safeguarding and promoting the welfare of children.
- All documentation relating to applicants will be treated confidentially in accordance with the Data Protection Act (DPA).

4.2 Application Forms

GUIDE92 uses its own application form and all applicants for employment will be required to complete an application form containing questions about their academic and full employment history and their suitability for the role (in addition all applicants are required to account for any gaps or discrepancies in employment history). Incomplete application forms will not be shortlisted.

The application form will include the applicant's declaration regarding convictions and working with children, and will make it clear that the post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. CV's will not be accepted.

It is unlawful for GUIDE92 to employ anyone who is barred from working with children. It is a criminal offence for any person who is barred from working with children to apply for a

position at the provision. All applicants will be made aware that providing false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected, and referral to the police and/or the DBS.

4.3 Job Descriptions and Person Specifications

A job description is a key document in the recruitment process, and must be finalised prior to taking any other steps in the recruitment process. It will clearly and accurately set out the duties and responsibilities of the job role.

The person specification is of equal importance and informs the selection decision. It details the skills, experience, abilities and expertise that are required to do the job. The person specification will include a specific reference to suitability to work with children.

4.4 References

References for short listed applicants will be sent for immediately after short listing. The only exception is where an applicant has indicated on their application form that they do not wish their current employer to be contacted at that stage. In such cases, this reference will be taken up immediately after interview or when a starting date has been finalised.

All offers of employment will be subject to the receipt of a minimum of two references, which are considered satisfactory by GUIDE92. One of the references must be from the applicant's current or most recent employer, and if in a teaching role this must be the Headteacher or a senior staff who would be informed of any safeguarding concerns. If the current / most recent employment does / did not involve work with children, then the second reference should be from the employer with whom the applicant most recently worked with children. The referee should not be a relative. References will always be sought and obtained directly from the referee and their purpose is to provide objective and factual information to support appointment decisions.

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.

Please note that no questions will be asked about health or medical fitness prior to any offer of employment being made.

Any discrepancies or anomalies will be followed up. Direct contact by phone will be undertaken with each referee to verify the reference. GUIDE92 does not accept open references, testimonials or references from relatives.

4.5 Interviews

There will be a face-to-face interview wherever possible, and a minimum of two interviewers will see the applicants for the vacant position. The interview process will explore the applicant's ability to carry out the job description and meet the person specification. It will enable the panel to explore any anomalies or gaps have been identified in order to satisfy themselves that the chosen applicant can meet the safeguarding criteria (in line with Safer Recruitment Training).

Any information in regard to past disciplinary action or allegations, cautions or convictions will be discussed and considered in the circumstance of the individual case during the interview process, if it has been disclosed on the application form.

At least one member of any interviewing panel will have undertaken safer recruitment training or refresher training as applicable.

All applicants who are invited to an interview will be required to bring evidence of their identity,

address and qualifications. Original documents will only be accepted and photocopies will be taken. Unsuccessful applicant documents will be destroyed 6 months after the recruitment programme.

5.0 OFFER OF APPOINTMENT AND NEW EMPLOYEE PROCESS

5.1 In accordance with the recommendations set out in KCSIE and the requirements of the Education (Independent School Standards) Regulations 2014 and the *Boarding schools: national minimum standards* GUIDE92 carries out a number of pre-employment checks in respect of all prospective employees.

5.2 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;
- verification of the applicant's identity (where that has not previously been verified);
- the receipt of two references (one of which must be from the applicant's most recent employer) which GUIDE92 considers to be satisfactory; for positions which involve 'teaching work':
 - GUIDE92 being satisfied that the applicant is not, and has never been, the subject of a sanction, restriction or prohibition which prevents the applicant working at the provision or which, in GUIDE92's opinion, renders the applicant unsuitable to work at the provision; and
 - GUIDE92 being satisfied that the applicant is not, and has never been, the subject of any proceedings before a professional conduct panel or equivalent body in the UK or any other country for any reason which prevents the applicant working at GUIDE92.
- where the position amounts to 'regulated activity' the receipt of an enhanced disclosure from the DBS which GUIDE92 considers to be satisfactory;
- where the position amounts to 'regulated activity' confirmation that the applicant is not named on the Children's Barred List*;
- confirmation that the applicant is not subject to a direction under section 142 of the Education Act 2002 which prohibits, disqualifies or restricts them from providing education at a school / provision, taking part in the management of an independent school or working in a position which involves regular contact with children;
- confirmation that the applicant is not subject to a direction under section 128 of the Education and Skills Act 2008 which prohibits, disqualifies or restricts them from being involved in the management of an independent school;
- verification of the applicant's medical fitness for the role;
- verification of the applicant's right to work in the UK;
- any further checks which are necessary as a result of the applicant having lived or worked outside of the UK; and
- verification of professional qualifications which GUIDE92 deems a requirement for the post, or which the applicant otherwise cites in support of their application (where they have not been previously verified).

*Reach is not permitted to check the Children's Barred List unless an individual will be engaging in 'regulated activity'. GUIDE92 is required to carry out an enhanced DBS check for all staff, supply staff and governors who will be engaging in regulated activity. However, GUIDE92 can also carry out an enhanced DBS check on a person who would be carrying out regulated activity but for the fact that they do not carry out their duties frequently enough i.e. roles which would amount to regulated activity if carried out more frequently.

5.3 Whether a position amounts to 'regulated activity' must therefore be considered by GUIDE92 in order to decide which checks are appropriate. It is however likely that in nearly all cases GUIDE92 will be able to carry out an enhanced DBS check and a Children's Barred List

check.

5.4 A personnel file checklist (Appendix A) will be used to track and audit paperwork obtained in accordance with Safer Recruitment Training. The checklist will be retained on personnel files.

6.0 The Rehabilitation of Offenders Act 1974

6.1 The Rehabilitation of Offenders Act 1974 does not apply to positions which involve working with, or having access to students. Therefore, any convictions and cautions that would normally be considered 'SPENT' **must be** declared when applying for any position at GUIDE92.

7.0 DBS (Disclosure and Barring Service) Check (formerly known as CRB Disclosure)

7.1 GUIDE92 applies for an enhanced disclosure from the DBS and a check of the Children's Barred List (now known as an Enhanced Check for Regulated Activity) in respect of all positions at the provision which amount to 'regulated activity' as defined in the Safeguarding Vulnerable Groups Act 2006 (as amended). The purpose of carrying out an Enhanced Check for Regulated Activity is to identify whether an applicant is barred from working with children by inclusion on the Children's Barred List and to obtain other relevant suitability information.

7.2 It is GUIDE92's policy to re-check employee's DBS Certificates every three years and in addition any employee that takes leave for more than three months (ie: maternity leave, career break etc) must be re-checked before they return back to work.

7.3 Members of staff at GUIDE92 are aware of their obligation to inform the Centre Director or Centre Manager of any cautions or convictions that arise between these checks taking place.

7.4 DBS checks will still be requested for applicants with recent periods of overseas residence and those with little or no previous UK residence.

8.0 Portability of DBS Certificates Checks

8.1 Staff may wish to join the DBS Update Service if they are likely to require another check in the future. Applicants may sign up to the Service if their check was issued after 17 June 2013, for a fee of £13 per annum, which is payable by the applicant.

9.0 DBS Certificate

9.1 The DBS no longer issue Disclosure Certificates to employers, therefore employees/applicants should bring their original Certificate to the Centre Director (within 7 days of issue).

10.0 Dealing with convictions

10.1 GUIDE92 operates a formal procedure if a DBS Certificate is returned with details of convictions. Consideration will be given to the Rehabilitation of Offenders Act 1974 and also:

- the nature, seriousness and relevance of the offence;
- how long ago the offence occurred;
- one-off or history of offences;
- changes in circumstances,
- decriminalisation and remorse.

10.2 A formal meeting will take place face-to-face to establish the facts with the Centre Director, where a risk assessment form (see Appendix B) will be completed. A decision will be made following this meeting. 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 Centre Director will evaluate all of the risk factors above before a position is offered or confirmed.

10.3 If an applicant wishes to dispute any information contained in a disclosure, they may do so by contacting the DBS. In cases where the applicant would otherwise be offered a position were it not for the disputed information, GUIDE92 may, where practicable and at its discretion, defer a final decision about the appointment until the applicant has had a reasonable opportunity to challenge the disclosure information.

11.0 Proof of identity, Right to Work in the UK & Verification of Qualifications and/or professional status.

11.1 All applicants invited to attend an interview at GUIDE92 will be required to bring their identification documentation such as passport, birth certificate, driving licence etc. with them as proof of identity/eligibility to work in UK in accordance with those set out in the Immigration, Asylum and Nationality Act 2006 and DBS identity checking guidelines. GUIDE92 does not discriminate on the grounds of age.

11.2 Where an applicant claims to have changed their name by deed poll or any other means (e.g. marriage, adoption, statutory declaration) they will be required to provide documentary evidence of the change. In addition, applicants must be able to demonstrate that they have actually obtained any academic or vocational qualification legally required for the position and claimed in their application form.

12.0 Medical Fitness

12.1 GUIDE92 is legally required to verify the medical fitness of anyone to be appointed to a post at the provision, **after** an offer of employment has been made but **before** the appointment can be confirmed.

12.2 All applicants are requested to complete a medical questionnaire and where appropriate a doctor's medical report may be required. This information will be reviewed against the Job Description and the Person Specification for the particular role, together with details of any other physical or mental requirements of the role

12.3 GUIDE92 is aware of its duties under the Equality Act 2010. No job offer will be withdrawn without first consulting with the applicant, obtaining medical evidence and considering reasonable adjustments.

13.0 Overseas checks

13.1 GUIDE92, in accordance with the UK Visas and Immigration (UKVI) will, if applicable, sponsor new foreign nationals (see Certificate of Sponsorship section).

13.2 In addition, applicants who have lived/travelled abroad for more than 3 months will need to obtain a criminal records check from the relevant country. The applicant will not be permitted to commence work until the overseas information has been received and is considered satisfactory by GUIDE92.

14.0 Certificates of Sponsorship (CoS)

14.1 If an appointed applicant is a national of a non-EEA country, a CoS may be required. Before any offer of employment is made, the Interviewing Manager's should consult with the Centre Director to establish whether the provision has any unallocated Sponsorship Certificates.

14.2 Criteria for issuing a CoS is:

- The job is in a 'designated shortage' occupation, or
- It passes the Resident Labour Market Test (RLMT)
- The job is at NQF6 Level or above
- Minimum salary levels as stated by the UKVI are met.

14.3 Only the Centre Director will be able to issue a CoS. In addition to the CoS the applicant must apply for entry clearance/leave to remain through the UKVI and comply with the UKVI requirements.

14.4 The process can take up to three months and staff cannot, under any circumstances, be employed until permission is given.

15.0 Induction Programme

15.1 All new employees will be given an induction programme which will clearly identify GUIDE92's policies and procedures, including the Safeguarding Policy, staff handbook, and make clear the expectations which will govern how staff carry out their roles and responsibilities.

16.0 Single Centralised Register

16.1 In addition to the various staff records kept in GUIDE92 and on individual personnel files, a single centralised record of recruitment and vetting checks is kept in accordance with the Education (Independent School Standards) Regulations 2014 requirements. This is kept up-to-date and retained by the Centre Director. The Single Centralised Register will contain details of the following:-

- All employees who are employed to work at GUIDE92;
- all employees who are employed as supply staff to GUIDE92 whether employed directly or through an agency;
- all others who have been chosen by GUIDE92 to work in regular contact with children. This will cover volunteers, governors and people brought into GUIDE92 to provide additional teaching or instruction for students.

16.2 A designated Governor (**Mr Rehan Shah**) will be responsible for auditing the Single Centralised Register and reporting his/her findings to the full Governing Body.

17.0 Record Retention / Data Protection

17.1 GUIDE92 is legally required to undertake the above pre-employment checks. Therefore, if an applicant is successful in their application, GUIDE92 will retain on their personnel file any relevant information provided as part of the application process. This will include copies of documents used to verify identity, right to work in the UK, medical fitness and qualifications. Medical information may be used to help GUIDE92 to discharge its obligations as an employer e.g. so that GUIDE92 may consider reasonable adjustments if an employee suffers from a disability or to assist with any other workplace issue.

17.2 Recruitment files will be retained by GUIDE92 for the duration of the successful applicant's employment with the provision. All information retained on employees is kept centrally in a locked and secure cabinet.

17.3 The same policy applies to any suitable information obtained about volunteers involved with GUIDE92's activities.

17.4 GUIDE92 will retain all interview notes on all unsuccessful applicants for a period of 6 months, after which time the notes will be confidentially destroyed (ie: shredded). The 6 month retention period is in accordance with the Data Protection Act 1998.

18.0 On-going Employment

18.1 GUIDE92 recognises that safer recruitment and selection is not just about the start of employment, but should be part of a larger policy framework for all staff. GUIDE92 will therefore provide ongoing training and support for all staff, as identified through the Annual Review/appraisal procedure.

19.0 Leaving Employment at GUIDE92

19.1 Despite the best efforts to recruit safely there will be occasions when allegations of serious misconduct or abuse against children and young people are raised. This policy is primarily concerned with the promotion of safer recruitment and details the pre-employment checks that will be undertaken prior to employment being confirmed. Whilst these are pre-employment checks GUIDE92 also has a legal duty to make a referral to the DBS in circumstances where an individual:

- has applied for a position at GUIDE92 despite being barred from working with children; or
- has been removed by GUIDE92 from working in regulated activity (whether paid or unpaid), or has resigned prior to being removed, because they have harmed, or pose a risk of harm to, a child.

19.2 If the individual referred to the DBS is a teacher, GUIDE92 may also decide to make a referral to the National College for Teaching and Leadership.

20.0 Contractors and agency staff

20.1 Contractors engaged by GUIDE92 must complete the same checks for their employees that GUIDE92 is required to complete for its staff. GUIDE92 requires confirmation that these checks have been completed before employees of the Contractor can commence work at GUIDE92.

20.2 Agencies who supply staff to GUIDE92 must also complete the pre-employment checks which GUIDE92 would otherwise complete for its staff. Again, GUIDE92 requires confirmation that these checks have been completed before an individual can commence work at GUIDE92.

20.3 GUIDE92 will independently verify the identity of staff supplied by contractors or an agency and will require the provision of the original DBS certificate before contractors or agency staff can commence work at GUIDE92.

21.0 Visiting Speakers (and Prevent Duty)

21.1 The Prevent Duty Guidance requires GUIDE92 to have clear protocols for ensuring that any visiting speakers, whether invited by staff or by students, are suitable and appropriately supervised.

21.2 GUIDE92 is not permitted to obtain a DBS disclosure or Children's Barred List information on any visiting speaker who does not engage in regulated activity or perform any other regular duties for or on behalf of GUIDE92.

21.3 All visiting speakers will be subject to GUIDE92's usual visitors signing in protocol. This will include signing in and out at Reception, the wearing of a visitors badge at all times and being escorted by a fully vetted member of staff between appointments.

21.4 GUIDE92 will also obtain such formal or informal background information about a visiting speaker as is reasonable in the circumstances to decide whether to invite and/or permit a speaker to attend. In doing so GUIDE92 will always have regard to the Prevent Duty Guidance and the definition of "extremism" set out in KCSIE, which states:

""Extremism" is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas. Terrorist groups very often draw on extremist ideas developed by extremist organisations."

21.5 In fulfilling its Prevent Duty obligations GUIDE92 does not discriminate on the grounds of race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual

orientation, marital or civil partner status, disability or age.

22.0 Volunteers

22.1 GUIDE92 will request an enhanced DBS disclosure and Children's Barred List information on all volunteers undertaking regulated activity with students at or on behalf of GUIDE92 (the definition of regulated activity set out above will be applied to all volunteers).

22.2 Under no circumstances will GUIDE92 permit an unchecked volunteer to have unsupervised contact with students.

22.3 It is GUIDE92's policy that a new DBS certificate is required for volunteers who will engage in regulated activity but who have not been involved in any activities with GUIDE92 for three consecutive months or more. Those volunteers who are likely to be involved in activities with GUIDE92 on a regular basis may be required to sign up to the DBS update service as this permits Reach to obtain up to date criminal records information without delay prior to each new activity in which a volunteer participates.

22.4 In addition GUIDE92 will seek to obtain such further suitability information about a volunteer as it considers appropriate in the circumstances. This may include (but is not limited to the following):

- formal or informal information provided by staff, parents and other volunteers;
- character references from the volunteer's place of work or any other relevant source; and
- an informal safer recruitment interview.

23.0 Monitoring and Evaluation

23.1 The Centre Manager will be responsible for ensuring that this policy is monitored and evaluated throughout the provision. This will be undertaken through formal audits of job vacancies and a yearly Safer Recruitment Evaluation audit which will be presented to the Centre Director to report to the governing body (See appendix one).

APPENDIX A

**GUIDE92 EDUCATION CENTRE
SAFER RECRUITMENT EVALUATION CHECKLIST**

Policy and Procedure	In Place	Not in Place	In Progress	Notes
Safer Recruitment Policy updated and monitored on a regular basis	✓			
Consistency in recruitment procedures applied to all categories of employment	✓			
Use of application Form	✓			
Use of Job Description & Person Specification	✓			
Referees asked to specifically comment on suitability of applicant	✓			
Two written references taken up	✓			
One member of panel to examine references prior to interview	✓			
References followed up by a telephone reference	✓			
References to be obtained for volunteers/supply/agency staff	✓			
Questions asked on applicants child protection awareness	✓			
Explanation of gaps in employment	✓			
Proof of identity sought – originals not copies	✓			
Academic qualification checked – originals not copies	✓			
Medical clearance prior to employment	✓			
No employment offer until DBS Certificate application has been completed and a conditional offer made subject to original disclosure received	✓			
Above checks applied as appropriate to Overseas staff, supply/agency staff/ gap/ volunteers	✓			
Panel interviews undertaken	✓			
Formal induction programme undertaken	✓			
Child Protection training / issue of Child Protection policy, Code of Conduct and GUIDE92 handbook reviewed	✓			