



**St John's**  
School Billericay

# **Safer Recruitment**

Date: August 2022  
Those Responsible: Mr A Angeli - Headteacher  
Miss B Raynard

To be reviewed: July 2023

“St. John’s School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.” In order to ensure this, our recruitment and selection policy is in accordance with both local and national guidance.

## **A. Stages of the Recruitment Process**

### **Stage 1: Planning and advertising.**

St. John’s School will ensure that:

- All recruitment exercises will be carefully planned.
- That the qualities, qualifications and experience needed for each post will be carefully determined at the beginning of the recruitment process.
- Responsibilities for each recruitment exercise will be allocated to a specific individual within the leadership team.
- Sufficient time will be allocated to the process so that safeguards are not overlooked.

### **Stage 2: Recruitment pack**

The recruitment pack will contain the following:

- A statement stating the school’s commitment to safeguarding and promoting the welfare of children, including the need for completion of an enhanced DBS check.
- The application form and explanatory note.
- Job description which will clearly state:
  - a. The main duties and responsibilities of the post
  - b. The individual’s responsibilities for promoting and safeguarding the welfare of children.
- Person specification which will clearly state:
  - a. Qualifications and experience needed.
  - b. Competences required for post.
  - c. Qualities for a successful candidate.
  - d. An explanation of how these requirements will be tested during the selection process.
- Information on the school

- The degree of responsibility for children (including applications for support staff)
- Details of the post and salary
- Details of qualifications required
- Child safeguarding statement
- Code of conduct statement
- Statement of terms and conditions relating to the post.

### **Stage 3: Application Form**

All applicants **MUST** complete the official application form. CVs will not be accepted in place of the application form.

All applicants will be expected to provide through the application process:

- Full details of current and former names, current address, NI number
- Full details of qualifications relevant to the position applied for, including awarding body and date of award.
- If teachers are registered, they will provide their TRN number.
- Full history, in chronological order showing employment, study, voluntary work, with explanations for any periods not covered, and reasons for leaving employment.
- Declaration of any family or close relationships to existing or potential employees or employers
- Details of two referees – one of whom must be current or most recent employer.

For an employee not currently working with children, but who has done so in the past, it is important that the past employer should also be contacted.

- A statement from the applicant of their personal qualities and experience, which they believe, meets the person specification.
- Statement that the post is exempt from the Rehabilitation of Offenders Act 1974.
- Satisfactory completion of the Equal Opportunities Monitoring Form.
- Satisfactory completion of the declaration of a mental / physical disability/fitness

#### **Stage 4: Short Listing**

All applications will be scrutinized in a systematic way by the short-listing panel.

- Any gap will be noted to be later clarified during the interview.
- Incomplete application forms will be returned to the candidate for completion.
- Any gaps or repeated changes in employment will be investigated.
- All candidates will be assessed equally. The school will carry out an online search which may help identify any incidents or issues that have happened which might be discussed with the candidate at the interview stage
- Shortlisted candidates will be asked to complete a self-declaration of their criminal record. Where there is an electronic signature, the shortlisted candidate should physically sign a hard copy of the application at point of interview.

#### **Stage 5: References**

- At least two professional references will be sought directly from the referee, one of which should be the current or most recent employer in education.
- References will be filled in by people in Senior positions (not a colleague).
- Character references will be sought for a non-teaching staff candidate who has not had any previous employment.
- The references should include specific questions to verify the suitability of candidates to work with children and to establish whether the candidates have had any disciplinary offences relating to children
- No open references or testimonials will be accepted. Any received will be destroyed.
- References will be sought for all applicants short-listed for interview.
- Any discrepancies between the references and the application form will be taken up with the candidate during the interview.
- Candidates unwilling to agree to references from current employers will not normally be interviewed.
- NO candidate successful at interview will be appointed unless satisfactory references have been received by the school.

#### **Stage 6: Invitation to Interview**

Candidate will be provided with:

- Letter of confirmation of interview / phone call confirming the interview.

- Details of the interview day, including details of the interview panel members.
- Details of any tasks needed as part of the process for example, teaching.
- The opportunity to discuss the process further, prior to interview.

Candidates will be requested to bring the following with them to the interview:

- Photographic identity (Preferably a passport).
- Full birth certificate.
- Utility bill / bank statement or similar
- ALL original examination certificates. Photocopies are unacceptable.
- Where appropriate, change of name documentation (marriage certificate).

A copy of all documentation provided will be kept for the personnel file.

### **Stage 7: The Interview**

Normally, interview panels will consist of at least three people.

At least one member of the panel will have completed the training provided by the Children's Workforce Development Council.

The panel will meet prior to the interview to consider:

- Set and agree the assessment criteria.
- Take the opportunity to review application forms and references.

During the interview there will be set questions (including Safeguarding and British Values questions), although supplementary questions can be asked by any member of the panel.

The panel will assess the suitability of candidates for the post with special reference to working with children and young people, and safeguarding children in their care. We are committed to involving children in the recruitment and selection process where appropriate. This may be done by a short lesson observation.

### **Stage 8: The Conditional Offer of Appointment**

An offer of appointment will be subject to:

1. Receipt of at least two satisfactory references (if these have not already been received);
2. Verification of identity (preferably using a birth certificate) and qualifications including, where appropriate evidence of the right to work in the UK, including for EU nationals;
3. Where applicable, the QTS award will be verified using TRA

4. A satisfactory enhanced DBS check and if appropriate, a check of the Children's Barred List using the Teaching Regulatory Agency (TRA) if the enhanced disclosure with barring is required but not received in advance of a member of staff starting work in regulated activity
5. The enhanced DBS certificate could be checked the Update Service (after obtaining the original physical certificate)
6. For candidates from outside the UK, an enhanced UK DBS (even if the candidate has never been to the UK) and a foreign criminal record certificate (or a certificate of Good Conduct) if they have lived abroad within the previous 5 years
7. For candidates from outside the UK, a letter from the relevant teaching authorities from the foreign country, proving the candidate is not subject to a prohibition teaching order;
8. For a candidate to be employed as a teacher, a check that the candidate is not subject to a prohibition order issued by the Secretary of State;
9. Satisfactory medical fitness;
10. Confirmation from the candidate (teaching, support staff or peripatetic staff only) that he/she is not disqualified from providing childcare under the Childcare (Disqualification) Regulations 2009 or Receipt of a signed Staff Suitability Declaration form showing that he/she is not disqualified from providing childcare under the Childcare (Disqualification) Regulations 2009; and
11. For a candidate to be employed in a management position, a check that the candidate is not subject to a prohibition order issued by the Secretary of State (Section 128) ; also applicable for internal promotion;

The position is subject to satisfactory completion of the probationary period.

All checks will be confirmed in writing, documented and retained on the personnel file.

### **Risk Assessment**

- Staff are not to be employed before Children's Barred List result is known.
- When Children's Barred List checks have been received by the school, but the enhanced DBS process is still being undertaken, a Risk Assessment is to be made regarding suitability to work with children. (*see Risk Assessment Form Appendix A* )
- The Risk Assessment will ensure that a member of staff with a Children's Barred List check will be supervised at all times by a member of staff with a current, enhanced DBS. This will continue until the enhanced DBS is received by the school.

- When the enhanced DBS is received and it contains a satisfactory disclosure, the provision can be lifted.

### **Stage 9: Decision to Withdraw Offer of Appointment**

In the event of any of the following, the offer of employment will be withdrawn:

- Candidate found to be on Children's Barred List.
- Disqualified from working with children – usually from DBS disclosure.
- Candidate has provided false information.

### **Stage 10: Central Record of Recruitment and Vetting Checks.**

All staff appointments to our school are subject to an enhanced disclosure from the Disclosure & Barring Service in line with Department of Education guidance. The school will keep a digital centralized record of recruitment and vetting checks. The Single Central Register includes all members of the proprietor body, employees, supply staff (if applicable), trainee teachers (if applicable), relevant consultants (those in regulated activity). The central record must indicate whether or not the following have been completed:

- Identity checks
- Barred list check (as relevant for those engaged in regulated activity)
- DBS certificate
- Qualification checks (if applicable)
- Application form
- Prohibition from teaching/management check (using NCTL Teacher Services System online)
- If applicable , additional checks for candidates applying from abroad from relevant teaching regulators
- Checks of permission to work in the United Kingdom , including EU nationals
- Overseas criminal record checks where appropriate
- Medical fitness (including mental fitness)
- References

DBS checks on volunteers will be conducted and are also included. (*See Letter to Volunteers – Appendix B* )

This will be held in the school office and will be monitored regularly by the Child Protection Designated Officer Leads.

### **Stage 11: Contractors or Agencies.**

The school will ensure that any contractor or agency employed by the school adopts and implements measures described in this procedure. The school will monitor the compliance with these measures.

I / We agree to the above Safer Recruitment Policy and Procedures of St John's School.

Signed: .....

Company / Position .....

Date: .....

### **B . Referral to DBS**

St Johns will refer to the DBS anyone (staff members, volunteers, peripatetic teachers) who has harmed, or poses a risk of harm, to a child. An individual who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left the school will also be the subject of a referral. Anyone who has received a caution or conviction for a relevant offence will also be referred.

The DBS will then consider whether to bar the person. Referrals will be made as soon as possible after the resignation or removal of the member of staff/volunteer.

**Disclosure and Barring Service  
PO Box 3961  
Royal Wootton Bassett  
SN4 4HH**



## **C . Existing staff**

Should St Johns had any concerns about an existing staff member's suitability to work with children, the school will carry out all relevant checks as if the person were a new member of staff. Similarly, if a person working at the school moves from a post that was not regulated activity, into work which is regulated activity, the relevant checks for the regulated activity will be carried out. Checks will also be carried out if there has been a break in service of 12 weeks or more.

## **D. Supply staff**

The school will obtain written confirmation from the relevant supply agency or third party organisation that the required checks mentioned above have been carried out to the extent relevant to that person.

## **E. Secure storage, Handling, Use, Retention and Disposal of Disclosure Information**

### **Security and Storage of Disclosure Information.**

As an organisation using the Disclosure and Barring Service (DBS) service to help assess the suitability of applicants for positions of trust, St John's School complies fully with the DBS Code of Practice regarding the correct handling, use, storage, retention and disposal of Certificates and Certificate information. It also complies fully with its obligations under the Data Protection Act 1998 and other relevant legislation pertaining to the safe handling, use, storage, retention and disposal of Certificate information and has a written policy on these matters, which is available to those who wish to see it on request.

### **Storage and access**

Certificate information will be kept securely, in a lockable, non-portable, storage container with access strictly controlled and limited to those who are entitled to see it as part of their duties.

### **Handling**

In accordance with section 124 of the Police Act 1997, Certificate information is only passed to those who are authorised to receive it in the course of their duties. We maintain a record of all those to whom Certificates or Certificate information has been revealed and it is a criminal offence to pass this information to anyone who is not entitled to receive it.

## **Usage**

Certificate information is only used for the specific purpose for which it was requested and for which the applicant's full consent has been given.

## **Retention**

Once a recruitment (or other relevant) decision has been made, we do not keep Certificate information for any longer than is necessary. This is generally for a period of up to six months, to allow for the consideration and resolution of any disputes or complaints. If, in very exceptional circumstances, it is considered necessary to keep Certificate information for longer than six months, we will consult the DBS about this and will give full consideration to the Data Protection and Human Rights of the individual before doing so. Throughout this time, the usual conditions regarding the safe storage and strictly controlled access will prevail.

## **Disposal**

Once the retention period has elapsed, we will ensure that any Certificate information is immediately destroyed by secure means, i.e. by shredding, pulping or burning. While awaiting destruction, Certificate information will not be kept in any insecure receptacle (e.g. waste bin or confidential waste sack). We will not keep any photocopy or other image of the Certificate or any copy or representation of the contents of a Certificate. However, notwithstanding the above, we may keep a record of the date of issue of a Certificate, the name of the subject, the type of Certificate request, the position for which the Certificate was requested, the unique reference number of the Certificate and the details of the recruitment decision taken.

## **Acting as an Umbrella Body**

Before acting as an Umbrella Body (one which countersigns applications and receives Certificate information on behalf of other employers and recruiting organisation), we will take all reasonable steps to satisfy ourselves that they will handle, use, store, retain and dispose of Certificate information in full compliance with the DBS Code and in full accordance with this policy. We will also ensure that any body or individual, at whose request applications for Disclosure are countersigned, has such a written policy and, if necessary, will provide a model policy for that body or individual to use or adapt for this purpose.

## Appendix A - DBS Risk Assessment Form

Risk Assessment	
<b>Name of person who is the subject of the risk assessment:</b>	
<b>Position:</b>	
<b>Place of work /volunteering</b>	St Johns School
<b>Outline of main duties:</b>	
<b>Date of interview</b>	
<b>Reason for the Risk Assessment:</b>	
<b>Assessment undertaken and outcome</b>	
<b>Measure(s) to be put in place while waiting for DBS clearance:</b>	
<b>Assessment undertaken by:</b>	
<b>Date of assessment:</b>	
<b>Manager's declaration:</b>  I accept responsibility for the appointment / continued employment of the above named while awaiting the outcome of the DBS disclosure. I confirm that until the DBS check on the above person is completed that the above named will be constantly supervised and will not deal with children without direct supervision.  Manager's designation:  Manager's name and signature:  Date:	

## **Appendix B - Letter to Volunteers**

Dear Volunteer,

As a volunteer at St Johns School, you might be aware that the Government has toughened up regulations regarding adults volunteering in schools and the understanding of their duty and responsibility regarding Safeguarding children.

Several measures have been put in place to guarantee our children's safety.

First of all, you have to complete a DBS check which consists of checking your criminal records to establish your suitability to help with children.

The second step is to fill in and sign the Disqualification form included with this letter. This is a highly confidential document and you should return it in the sealed envelope provided addressed to Mr Angeli.

You also need to read the St Johns Code of Conduct which is also included in this pack.

To help you on a practical level while you are on site / on a trip, we have also included with this letter a card explaining what to do if you have any concerns about a child when volunteering at St Johns.

Regards

Mrs L. Morgan and Miss B. Raynard  
St Johns School Designated Safeguarding Leads