

Brandesburton Primary School
Safer Recruitment Policy



Brandesburton Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

In this context it is vital that the School applies recruitment and selection procedures that identify people who are unsuited to work with children.

The measures described in this policy are applied in relation to everyone who has sole responsibility for the care of children for any length of time and those who regularly come into contact with children in a supporting or voluntary capacity.

- The school complies fully with Statutory Guidance Keeping Children Safe in Education 2023 pages 52 - 84 and the East Riding LA safer recruitment supporting guidance.
- The school ensures that DBS checks on all staff and volunteers in Regulated Activity are carried out as required by the Statutory Guidance.
- A Single Central Register for all staff, visiting staff and volunteers is maintained using LA guidance and that the register is checked by the LA Recruitment team annually.
- The Head and at least one Governor complete the appropriate safer recruitment training which is updated every 5 years.
- All appointment panels will have at least one member who has completed this training in the last 5 years.

Aims

- To help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them by having appropriate procedures for appointing staff.
- To operate such procedures consistently and thoroughly while obtaining, collating, analysing and evaluating information from and about applicants.
- To seek to secure an ongoing safe and secure environment for children by ensuring all staff are suitably trained in recognising and responding to signs of abuse.

Recruitment Procedures

In order to ensure safer recruitment Brandesburton Primary School will:

- Ensure that when a post is advertised the advertisement makes clear the organisation's commitment to safeguarding and promoting the welfare of children.
- Ensure that the job description makes reference to the responsibility for safeguarding and promoting the welfare of children and young people.
- Ensure that the person specification includes specific reference to suitability to work with children.
- Obtain and scrutinise comprehensive information from applicants and take up and satisfactorily resolve any discrepancies or anomalies.
- Obtain independent professional and character references that answer specific questions to help assess an applicant's suitability to work with children and follow up any concerns.
- Conduct a face to face panel interview (with at least one panel member who has completed the safer recruitment training) to explore the candidate's suitability to work with children as well as his/her suitability for the post.
- Verify the successful candidate's identity.
- Verify, where necessary, that the successful applicant has all the academic or vocational qualifications claimed
- Check his/her previous employment history and experience.
- Verify that s/he has the health and physical capacity for the job.
- Conduct DBS checks
- Ensure new staff are familiarised with our Child Protection Policies and Safer Working Practices.

September 2023

To be reviewed September 2024