



**BOURTON MEADOW EDUCATION
TRUST**

SAFER RECRUITMENT POLICY

Date: August 2018

Review: August 2021

Safer Recruitment Policy

Bourton Meadow Academy Trust 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 each Academy in the Trust applies recruitment and selection procedures that identify people who are unsuited to work with children.

The measures described in this policy should be applied in relation to everyone who has sole responsibility for the care of children for any length of time and, at the discretion of the Headteacher, those who regularly come into contact with children in a supporting or voluntary capacity. This policy draws upon the recent DCSF guidance *Safeguarding Children and Safer Recruitment in Education* (2007). Other key documents are: *Working Together to Safeguard Children* (2006), *What to do if you're worried a child is being abused* (2006), and *Cambridgeshire LSCB Safeguarding Inter-Agency Procedures* (January 2007).

Aims

1. 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.
2. To operate such procedures consistently and thoroughly while obtaining, collating, analysing and evaluating information from and about applicants.
3. 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 all Academies in the Bourton Meadow Education Trust will:

1. Ensure that when a post is advertised the advertisement makes clear the organisation's commitment to safeguarding and promoting the welfare of children.
2. Ensure that the job description makes reference to the responsibility for safeguarding and promoting the welfare of children and young people.
3. Ensure that the person specification includes specific reference to suitability to work with children.
4. Obtain and scrutinise comprehensive information from applicants and take up and satisfactorily resolve any discrepancies or anomalies.
5. 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.
6. 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.

7. Verify the successful candidate's identity.
8. Verify, where necessary, that the successful applicant has all the academic or vocational qualifications claimed
9. Check his/her previous employment history and experience.
10. Verify that s/he has the health and physical capacity for the job.
11. Conduct the mandatory check list of List 99 and/or the Protection of Children Act (PoCA) List and an enhanced disclosure criminal record check via the DBS (Note: a List 99 check is required prior to the commencement of employment if no valid DBS from a previous school is available and assuming there has not been a break in service greater than three months).
12. Ensure new staff are familiarised with our Child Protection Policies and Safer Working Practices.

Review: August 2021