MARTIN PRIMARY SCHOOL

Safer Recruitment and Employment Policy

Reviewed, updated and ratified: autumn 2026

Reviewed every three years

Statement of intent

Martin Primary School has implemented this policy to assist with recruitment and employee selection. It outlines the school's recruitment procedure and how the school ensures safer recruitment is considered at all levels of the recruitment process.

The safety and protection of the school's pupils is always at the forefront of the school's concerns, which is why this policy aims to embed a robust safeguarding culture into the recruitment practices of the school.

1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Rehabilitation of Offenders Act 1974
- Children Act 1989
- Education Act 2002
- Sexual Offences Act 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006 (as amended by the Protection of Freedoms Act 2012 and The Crime and Policing Act 2026)
- Education and Skills Act 2008
- The School Staffing (England) Regulations 2009
- Equality Act 2010
- The Education (School Teachers' Appraisal) (England) Regulations 2012 (as amended)
- Data Protection Act 2018
- Amendments to the Exceptions Order 1975, 2013 and 2020

This policy has due regard to guidance including, but not limited to, the following:

- DfE (2020) 'Governance handbook'
- DfE (2021) 'Staffing and employment advice for schools'
- DfE (2022) 'ID checking guidelines for standard/enhanced DBS check applications from 1 July 2021'
- DfE (2021) 'Right to work checks: employing EU, EEA and Swiss citizens'
- DfE (2026) 'Keeping children safe in education'
- DfE (2023) 'Recruit teachers from overseas'
- Disclosure & Barring Service (2018) 'Regulated activity with children in England'
- Home Office (2022) 'Employer's guide to right to work checks'

- Safer Recruitment Consortium (2022) 'Guidance for safer working practice for those working with children and young people in education settings'

This policy operates in conjunction with the following school policies:

- Child Protection and Safeguarding Policy
- Data Protection Policy
- Equality Policy
- Performance Management Policy

2. Definitions

Regulated activity – includes:

- As a result of their work or volunteering, being responsible, on a frequent basis in a school or college, for teaching, training, instructing, caring for or supervising children, or providing advice or guidance on physical, emotional or educational wellbeing, or driving a vehicle only for children.
- Working on a regular basis for a limited range of establishments (known as 'specified places', which include schools and colleges), or in connection with the purposes of the establishment with the opportunity for contact with children
- Engaging in intimate or personal care or healthcare or any overnight activity, even if this happens only once.

Regulated activities do not include:

- Paid work in specified places which is occasional and temporary and does not involve teaching, training, instructing, caring for or supervising children, or providing advice or guidance on physical, emotional or educational well-being, or driving a vehicle only for children.

Teaching role – refers to a role involving planning and preparing lessons and courses for pupils; delivering lessons to pupils; and assessing and reporting on the development, progress and attainment of pupils. These activities are *not teaching work* for the purposes of 'Keeping children safe in education' (KCSIE) if the person carrying out the activity does so (other than for the purposes of induction) subject to the direction and supervision of a qualified teacher or other person nominated by the headteacher to provide such direction and supervision.

Standard DBS – this provides information about convictions, cautions, reprimands and warnings held on the Police National Computer, regardless of whether or not they are spent under the Rehabilitation of Offenders Act 1974.

Enhanced DBS – this provides the same information as the standard DBS, plus any additional information held by the police which a chief officer reasonably believes to be relevant and considers ought to be disclosed. The position being applied for/or activities being undertaken must be covered by an exempted question in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 and by provisions in the Police Act 1997 (Criminal Records) Regulations 2002

Enhanced DBS with barred list check – this check is required for when people are working or seeking to work in regulated activity with children. This check allows for additional checks to be made as to whether the person appears on the children's barred list along with a check of the Police National Computer records plus additional information held by the police as above. The position being applied for, or activities being undertaken, must be eligible for an enhanced DBS check as above and be for a purpose listed in the Police Act 1997 (Criminal Records) (No2) Regulations 2009 as qualifying for a barred list(s) check. In addition, this check can also include information as to whether an individual is subject to a section 128 direction.

Children's barred list – the DBS maintains a 'barred list' of individuals who are unsuitable to work with children and vulnerable adults. In addition, where an enhanced DBS including a barred list check is obtained, the certificate will also detail whether the applicant is subject to a direction under section 128 of the Education and Skills Act 2008 or section 167A of the Education Act 2002.

Section 128 check – this provides for the Secretary of State to direct that a person may be prohibited or restricted from participating in the management of an independent school (which includes academies and free schools). A person prohibited under section 128 is also disqualified from holding or continuing to hold office as a governor of a maintained school.

Safer recruitment – this is the safeguarding and protection of pupils during the recruitment and selection process. Its overall purpose is to help identify and deter or reject individuals who are deemed to be at risk of abusing children.

3. Roles and responsibilities

3.1. The Governing Body is responsible for:

- agreeing and monitoring effective policies to ensure recruitment at the school is in accordance with the legislation outlined in section 1
- ensuring that staff recruitment is as safe as possible, as well as fair and compliant with the relevant legislation
- ensuring appropriate checks have been carried out on staff, volunteers, contractors and agency workers working within the school
- appointing an appropriate recruitment panel
- ensuring that those involved with the recruitment and employment of staff have received appropriate safer recruitment training, the substance of which should at a minimum cover the content of Part 3 of KCSIE.
- ensuring that all members of the recruitment panel understand their role, i.e. advisory or decision making
- monitoring the advertising of vacancies, assessing how they are being advertised and whether the adverts are maximising all of the opportunities to attract the appropriate candidates
- benchmarking the success of any advertising methods used, as well as the overall success of the recruitment process

- ensuring a member of the Governing Body is on the recruitment panel for a new headteacher
- ensuring that all members of the recruitment panel are familiar with their obligations with regards to safer recruitment, as set out in KCSIE
- monitoring the school's SCR to ensure that the necessary vetting checks for employees are carried out
- ensuring that equal opportunities are established and implemented throughout the recruitment process
- ensuring that the salary of the successful candidate is determined
- accommodating the needs of new employees and making reasonable adjustments when necessary
- ensuring that the DPO reviews this policy and that any recruitment data that is kept is in accordance with the Data Retention Policy
- ensuring that they have the skills to carry out effective selection processes, including knowing when and how to request references
- establishing a recruitment panel including at least one individual who has completed safer recruitment training within the past five years.

3.2. The recruitment panel is responsible for:

- creating the advert and ensuring it meets all the necessary requirements
- shortlisting the potential candidates with the aim of reducing the application field and identifying those with the potential to effectively undertake the role
- appropriately delegating responsibility for recruitment to the headteacher
- ensuring that the interview addresses leadership ability, team working skills, reasons for interest in joining the school, integrity, understanding of the school's ethos and vision, and why the candidate believes they would be a good fit for the school
- ensuring that the interview addresses safeguarding practices
- ensuring that the interview addresses the candidate's motivation, reasons for being interested in joining the school, and attitude to working with children
- appointing an appointing officer who will be responsible for the entire management of the recruitment process
- agreeing with the successful candidate when other members of the school community will be informed about their appointment, including staff members and parents.
- ensuring that references have been received where requested.
- ensuring that all references for a shortlisted candidate are obtained prior to interview, properly scrutinised, and that information is not contradictory, unclear, or incomplete, with clarification requested when appropriate.
- asking previous employers of new staff members whether the individual has been subject to capability procedures in the previous two years.
- where possible, ensuring that the shortlisting panel and interviewing panel are comprised of the same people.

3.3 The School Business Manager is responsible for:

- managing the entire recruitment process
- sourcing suitable candidates
- acting as a point of contact between candidates and the school
- reviewing and scrutinising candidates' applications and identifying any gaps
- preparing the recruitment panel to conduct interviews
- organising interviews with shortlisted candidates
- ensuring the recruitment process is carried out in line with the relevant school policies.

3.4 The headteacher is responsible for:

- ensuring appropriate checks have been carried out on prospective staff, volunteers, contractors and agency workers working within the school
- ensuring that appropriate supervision of employees/volunteers is organised, and for promoting the safety and wellbeing of pupils generally and throughout the recruitment process
- leading the interview when the candidate is at a lower level than headteacher
- ensuring that the successful candidate receives the appropriate training, e.g. safeguarding and induction
- ensuring that all relevant staff members are familiarised with this policy.

During the recruitment process, and especially during the initial stages, the recruitment panel and the headteacher will be watchful of candidates displaying the following characteristics:

- no understanding or appreciation of children's needs
- expressing that they want the role to meet their needs at the expense of children
- using inappropriate language in relation to children
- expressing extreme views or views that don't support safeguarding practices
- displaying unclear boundaries with children
- providing vague answers when asked about their experience and being unable to explain gaps in their employment.

3.5 The DPO is responsible for:

- ensuring that all references are handled in line with the Data Protection Policy and relevant legislation.

3.6 The DSL is responsible for:

- Deciding when it is appropriate or necessary to disclose any safeguarding concerns or allegations as part of a reference, in line with KCSIE.

- Discussing with the headteacher the suitability of a candidate when a reference has disclosed safeguarding concerns or prior allegations.

4 Equal opportunities

When recruiting, the school will adhere to its Equality Policy. The school will not discriminate against any protected characteristics, such as disability or gender, and will always promote difference and inclusion throughout the school.

The school will, where necessary, make reasonable adjustments to ensure the interview is accessible to all candidates. Candidates should inform the school of any reasonable adjustments that they need when they receive the invitation for an interview.

The Governing Body will review recruitment procedures every three years to ensure they are accessible and do not directly or indirectly discriminate against candidates.

Candidates will not be asked about their health or any disabilities before a job offer is made, unless one of the following exemptions applies:

- questions necessary to establish if an applicant can perform an intrinsic part of the job (subject to any reasonable adjustments)
- questions to establish if an applicant is fit to attend an assessment or any reasonable adjustments that may be needed at interview or assessment
- positive action to recruit people with disabilities
- equal opportunities monitoring (which will not form part of the decision-making process).

5 Planning, advertising and shortlisting

The job information and associated documents will be published online. The full requirements of the role will be clearly explained, including any employment vetting requirements such as a DBS check.

The recruitment panel will comprise an appointing officer, who is responsible for the management of the entire recruitment process, and at least ~~two~~ one other member~~s~~ of staff, with the headteacher usually being one of these. At least one member of the recruitment panel will have successfully completed up-to-date safer recruitment training. The recruitment panel will create the advertisement.

Once a vacancy has been identified, the school will allow an appropriate amount of time for planning and structuring the recruitment process.

The headteacher or Chair of Governors will:

- decide on the recruitment timeframe.
- decide who will be involved in the process and what their roles will be, e.g. who forms the recruitment panel and who will lead interviewing.
- prepare the documents that will be provided to candidates, including the job description, person specification and application form – ensuring that

these documents contain a clear message about safeguarding, the checks that will be carried out and that references will be sought.
- ensure that application packs, where relevant, state that candidates must be willing to sign a self-declaration form to obtain information about staff disqualification, in line with the Childcare Act 2006.

5.1 Advertising

The school will consider the following information when advertising for a role within the school:

- the skills, abilities, experience, attitude and behaviours required for the post
- the safeguarding requirements, including to what extent the role will involve contact with children and whether the appointed staff member will be engaging in regulated activity.

Advertisements will include:

- a statement of the school's commitment to safeguarding and promoting the welfare of pupils whilst making clear that safeguarding checks will be undertaken
- the safeguarding responsibilities of the post as per the job description and person specification
- information surrounding whether the post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

Vacancies will be advertised through external media, such as the school website or local newspaper, with due consideration to the school's Staff Equality, Equity, Diversity and Inclusion Policy, ensuring that the advertisement reaches a wide range of groups. Advertisements will contain a statement of commitment to ensuring equal rights. Advertisements will include, or link to, a job description, person specification and detail the closing date. The contact number of the appointing officer and details of the application process will be clearly outlined.

The school may utilise social media for recruitment, and if doing so, will create a social media recruitment strategy to ensure that the advertisement is reaching the right people and is communicating the ethos of the school effectively.

5.2 Application forms

Application forms will be accessible on the school's website.

Where the role involves engaging in regulated activity, applicants will be reminded in the application form or elsewhere in the information provided to applicants that it is an offence to apply for the role if they are barred from engaging in regulated activity relevant to children.

The school will also provide a copy of the Child Protection and Safeguarding Policy and information on employment of ex-offenders in the application pack or refer to a link on the school website.

Applicants will be required to provide the following:

- Personal details, e.g. their current and former names, current address, and national insurance number
- Details of their current or most recent employment, including the reason for leaving
- Full employment history, including explanations for any gaps in their employment
- Qualifications, the awarding body and the date of the award
- Details of references
- A statement of their personal qualities and an explanation of why they meet the person specification to be a suitable candidate for the role
- A declaration form outlining whether they are barred from teaching
- A declaration form regarding an online check

The school will only accept a CV alongside a completed application form; a CV on its own will not be accepted.

5.3 Shortlisting

When shortlisting candidates for an interview, all application forms will be considered. Shortlisting criteria will be agreed in advance by the recruitment panel.

Candidates who are shortlisted will meet all the essential aspects of the person specification requirements. The school will ensure that the shortlisting process is as systematic as possible, and that the recruitment panel reads through all applications. Each member of the panel will create their own shortlist which will then be collated and discussed. Candidates will be assessed against the same shortlisting criteria to ensure a fair process.

Where applicable, the school will use the application form to make clear that shortlisted candidates may be subject to online searches.

Shortlisted candidates will be asked to complete a self-declaration of their criminal record or disclosure of any information making them unsuitable to work with children, including whether they are prohibited from teaching. This information will not be requested in the application form to decide who should be shortlisted.

Only those candidates who have been shortlisted will be asked to disclose any relevant information including:

- if they have a criminal history
- information about any criminal offences committed in any country in line with the law as applicable in England and Wales, not the law in their country of origin or where they were convicted
- if they are included on the children's barred list
- if they are prohibited from teaching
- if they are prohibited from taking part in the management of an independent school
- if they are known to the police and children's social care services
- whether they have been disqualified from providing childcare
- any relevant overseas information.

Applicants will need to sign a declaration which confirms that the information they have provided is true. Where there is an electronic signature, the shortlisted candidate will be required to physically sign a hard copy of the application at the point of interview. The purpose of the self-declaration is so that candidates will have the opportunity to share relevant information and allow this to be discussed and considered at interview before the DBS certificate is received.

When shortlisting candidates, the school will:

- ensure that at least two people carry out the shortlisting proceedings – ideally, these two people will also conduct the interview
- assess whether there are any inconsistencies or gaps in the candidate's employment and consider the reasons given for them
- explore all potential concerns.

Additionally, the school will consider carrying out an online search as part of its due diligence on shortlisted candidates. Online searches will be used to identify any incidents or issues that have happened and are publicly available online.

The school will inform shortlisted candidates that online searches may take place and that aspects of this search may be explored with the applicant at interview where relevant.

Requests for further information from candidates will be replied to promptly. All applications will be replied to with an email notifying candidates whether they have been shortlisted or not.

Interviews will be arranged for the shortlisted candidates.

6 Invitation to interview

Before interview invitations are sent, the recruitment panel will ensure that every candidate has received the following:

- a comprehensive job description
- a comprehensive person specification
- any equal rights material, e.g. an equal opportunities statement
- a brief outline of the school, its values and aims
- information about how to access any relevant school policies, e.g. the Child Protection and Safeguarding Policy.

Once a shortlist has been confirmed, the applicants to be invited for interviews will be contacted by the appointing officer and suitable interview times will be decided. The recruitment panel will ensure that all shortlisted candidates receive information about the interview arrangements, how they will be conducted, the areas that will be explored and what documents they should bring.

7 Pre-interview checks

The recruitment panel will complete the necessary pre-interview checks. Pre-interview checks will usually include the following:

- requesting two references from each shortlisted candidate directly from the referees – where possible, one reference will be obtained relating to the role in which the candidate worked with children
- verifying that the candidate has qualifications or experience relevant to the post
- checking references against application forms and noting down discrepancies or concerns, and following up these concerns with referees
- checking and, where necessary, following up candidates' self-declaration forms.

8 Requesting references

Once a candidate, including an internal candidate, has been shortlisted for a position, references will usually be requested and scrutinised by the recruitment panel, where possible. Any concerns will be resolved satisfactorily prior to confirming an appointment. References will always be requested directly from the referee and from a senior person with appropriate authority, rather than a colleague. The school's standard request form will always be used to obtain references.

References will be requested in written form from the candidate's current employer – if they are unemployed, verification of their most recent period of employment and reasons for leaving will be obtained from their previous employer. Wherever possible, at least one reference will be from employment through which the candidate worked with children.

If the applicant has never worked with children, the school will ensure that a reference from their current employer is received.

If the candidate is a school leaver or has not been in work for over two years, a character reference will be requested.

When a candidate is applying for a teaching role (including the role of headteacher), information about the details of any capability procedures in the previous two years that they may have been subject to, and the reasons for these, will be requested from their current or former employer.

Concerns raised following a candidate's references will be explored further with the referee where appropriate and discussed with the candidate at interview.

The school will ensure that references have been completed by a senior person with appropriate authority. If the referee is school or college based, the reference should be confirmed by the headteacher/principal as accurate in respect of any disciplinary investigations.

When obtaining and checking references, the school will:

- not accept open references, e.g. to whom it may concern
- not rely on applicants to obtain their reference
- ensure any references are from the candidate's current employer and have been completed by a senior person with appropriate authority

- obtain verification of the individual's most recent relevant period of employment where the applicant is not currently employed
- secure a reference from the relevant employer from the last time the applicant worked with children, where applicable
- always verify any information with the person who provided the reference
- ensure electronic references originate from a legitimate source
- contact referees to clarify content where information is vague or insufficient
- compare the information on the application form with that in the reference and take up any discrepancies with the candidate
- establish the reason for the candidate leaving their current or most recent post
- ensure any concerns are resolved satisfactorily before appointment is confirmed.

9. Checking references

References will be checked upon receipt to ensure that all questions have been answered satisfactorily and that information is not contradictory or incomplete. The referee will be contacted to provide further clarification where appropriate, e.g. if some answers are vague or insufficient, or contradictory information has been provided. The reference will be compared for consistency with the information on the candidate's application form. Discrepancies between the reference and the application form will be discussed with the candidate at interview.

Where a reference appears incomplete or other concerns arise, the school will carry out one of the following actions:

- call the referee to discuss the reference further
- email the referee the reference for confirmation of its accuracy.

The recruitment panel will ensure that any past disciplinary action or allegations disclosed as part of a reference are considered carefully when assessing the candidate's suitability for the role. If this involves safeguarding or potential safeguarding concerns, the DSL will be consulted to help assess the candidate's suitability. The recruitment panel will ensure that the information provided in the reference does not contain any information about concerns / allegations which are unsubstantiated, unfounded, false or malicious.

Before making a decision not to appoint a candidate based on an unsatisfactory reference, the recruitment panel will consider if HR advice is necessary. Once the decision is made, the headteacher will record this on the recruitment file as the reason for non-appointment.

10. Providing references

All members of staff who provide a reference will be responsible themselves for checking the content to ensure that it only contains factual and verifiable statements. If there is any doubt about whether to include information, caution will

be exercised and it will be omitted. Alternatively, advice will be sought from a senior figure, e.g. the headteacher or the chair of governors.

References will only be provided once written consent has been obtained from the person requesting a reference.

The member of staff providing a reference will follow this policy's procedures and the prospective employer's requests as much as is reasonably possible, e.g. if a pro-forma is provided, they will complete the form. If the reference is not requested in a specific format, the member of staff will decide the most appropriate method, e.g. a pro-forma or a letter-formatted reference.

The headteacher will decide in exceptional circumstances if a reference cannot be provided or if certain questions asked by the prospective employer cannot be answered, with HR advice sought when appropriate.

Staff members will make the headteacher aware when they have been asked to provide a personal reference, e.g. for a current or former colleague. The staff member will make it clear within the reference that it is a personal one and is not written for or on behalf of the school. The staff member will use their own paper or an email address unaffiliated with the school and ensure that the reference is not linked to the school in any way.

Details of any capability procedures in the previous two years for a teacher (including headteacher) or former teacher at the school, and the reasons for these, will be provided if requested.

If, as part of a settlement agreement, the school has agreed to provide a reference for a member of staff, the headteacher will ensure it is provided in line with the agreement and this policy. In circumstances where new evidence emerges that indicates information provided in the reference is incorrect, the headteacher will decide if the reference is changed or withdrawn, with legal advice sought where necessary, and will notify the employee of any decision first.

The school will ensure that any information provided confirms whether they are satisfied with the applicant's suitability to work with children, and only provide the facts of any substantiated safeguarding concerns or allegations, including a group of low-level concerns about the same individual, that meet the harm threshold.

Any repeated concerns or allegations which do not meet the harm threshold which have been found to be false, unfounded, unsubstantiated, or malicious will not be included in any reference.

11. Content of references

Basic information will always be expected in references received and provided, e.g. skills, knowledge, duties undertaken, experience working with children, and personal characteristics, in addition to any information relating to safeguarding. Further relevant comments will be made as much as is reasonably possible in line with the employer's requests, provided they are verifiable and objective, e.g. through appraisals or attendance records.

References will contain only factual and verifiable information and will not include speculation, e.g. about a former employee's suitability for a job, or hearsay. The person providing the reference will ensure all comments have a factual basis and that an impression is not given which is misleadingly positive or negative. Performance issues or concerns which have not been discussed or raised with the employee beforehand will not be mentioned.

All members of staff providing references will be made aware that information provided verbally to the prospective employer is subject to the same duties as written information and will avoid making verbal statements. Where it is necessary or appropriate, verbal information will be provided only in line with this policy's procedures, e.g. all statements must be verifiable and objective.

12 Previous disciplinary action

The recruitment panel will ensure that any references requested by the school include a section asking for any past disciplinary action or allegations to be disclosed. Any disclosures will be carefully considered when assessing the candidate's suitability for the role, in line with this policy.

Information from DBS checks will not be included in references provided by the school. Information regarding criminal offences from other sources will not be included, unless the headteacher deems it appropriate and HR advice has been sought.

When providing references, the disclosure of information about past disciplinary action or allegations not relating to safeguarding will be provided where it is deemed appropriate, e.g. it is relevant to the staff member of former staff member's suitability for the role. Information relating to disciplinary action will generally only be disclosed if penalties or sanctions remain in place for the employee.

Allegations which were proven to be false, unsubstantiated or malicious, e.g. relating to misconduct, will not be included in a reference – this includes if it is a history of repeated concerns or allegations which have been found to be false, unsubstantiated or malicious. The member of staff providing the reference will make no comments about their own personal views on the veracity of allegations.

If an allegation exists which has yet to be investigated or an investigation is incomplete, the headteacher will seek HR advice, and legal advice where necessary, on what information, if any, should be provided to the prospective employer.

13. Use of data and confidentiality

Personal data relating to references will be handled in line with the Data Protection Policy. All references will be properly addressed and marked private and confidential.

In accordance with the Data Protection Act (2018) and the UK GDPR any personal information will be processed fairly and lawfully, and will be kept safe and secure e.g. in locked, non-portable containers or, for electronic information, password protected. Access will be strictly controlled and limited to those who are entitled to see it as part of their duties.

Information relating to an individual's health and sensitive personal data, e.g. information relating to the individual's ethnicity, religion or trade union membership, will not be disclosed as part of a reference unless 'express consent' has been received from the individual for this purpose.

The person requesting a reference will be offered the opportunity to see it before it is sent, unless the headteacher decides this is not appropriate; however, the school is aware that ultimately, they cannot prevent the person receiving a copy in line with the Data Protection Act. If the person raises comments about the reference before it is sent, the member of staff responsible for the reference will consider the comments and, if they decide to leave it unchanged, record the reason(s) behind their non-agreement.

14. The interview

During the interview process, candidates will be asked standard questions and their responses will be recorded for ease of comparison by a designated note-taker on the interview panel. Any concerns raised through contact with referees will be discussed with the candidate at this stage. The recruitment panel will ask open questions to assess the candidate's experience and suitability for the post, and to explore the candidate's motivation towards safeguarding and their suitability to work with children. The school will use a range of selection techniques to identify the most suitable person for the post.

The recruitment panel will agree structured questions for the interview. Interview questions seek to:

- find out what attracted the candidate to the post being applied for and their motivation for working with children
- explore their skills and asking for examples of experience of working with children which are relevant to the role
- look at any gaps in employment or where the candidate has changed employment or location frequently and asking about the reasons for this
- seek examples of the candidate's previous experience.

Interviews will also be used to explore the potential areas of concern to determine the applicant's suitability to work with children. The candidate can be asked relevant questions about disability and health in order to establish whether they have the physical and mental capacity for the specific role.

Areas that may raise concerns and lead to further enquiry include:

- implication that adults and children are equal
- lack of recognition or understanding of the vulnerability of children
- inappropriate idealisation of children
- inadequate understanding of appropriate boundaries between adults and children
- indicators of negative safeguarding behaviours
- attempts to push or overstep boundaries
- consistent rule-breaking behaviour.

Candidates shortlisted for interview will be given the opportunity to complete a self-disclosure form before their interview, to give the interview panel time to consider the information provided. Any information about past disciplinary action or substantiated allegations should be considered in the circumstances of the individual case. All information considered when making a decision will be clearly recorded along with decisions made.

Candidates will also be asked to show proof of identification and qualifications at the interview – this proof will be viewed and checked by the interview panel.

The candidate will be given the opportunity to discuss any concerns or ask any questions. The process will usually comprise a face-to-face interview; however, the recruitment panel will also request that candidates complete one of the following exercises:

- role play exercises
- presentations
- group exercises
- written exercises
- aptitude/ability tests
- personality questionnaires
- teaching a lesson
- getting the candidate to work in supervised activity with pupils.

15. After the interview

After the interview has been completed, the recruitment panel will:

- assess all candidates' performance using the same agreed criteria
- ask the successful candidate to provide proof of identification and qualifications for the school's records, and to complete the DBS check as soon as possible
- contact and offer feedback to the unsuccessful candidates – feedback will be verbal and based on evidence of their performance against the person specification for the role.

All information considered in decision making will be clearly recorded along with decisions made. Interview notes and assessment materials will be held securely for

an appropriate amount of time after the interviews, in line with the Records Management Policy, in case any aspect of the recruitment process is challenged.

After choosing a successful candidate, the school will:

- make a conditional offer of employment to the candidate
- ask the successful candidate to provide identification and proof of qualifications, if this has not already been done
- complete the relevant pre-appointment checks.

Any spent or filtered convictions declared on the candidate's self-declaration form, or declared at interview, will not affect the offer of employment if already made; however, the school will undertake the relevant assessments to determine whether the candidate is suitable to work in the school.

16. Remote recruitment

The school will follow all the requirements set out in this policy when recruiting remotely, changing only the in-person nature of the interview, and implementing the necessary additional steps to support this. The ICT technician will research and select a suitable online platform through which online interviews may take place, taking into account ease of use, privacy measures and suitability for the purposes of online interviews. Online interviews will be conducted in line with the school's ICT and Electronic Devices Policy and Data Protection Policy at all times.

Staff members conducting an online interview will ensure they understand how to operate the various relevant functionalities of the online interview platform, e.g. how to share their screen, prior to the interview commencing. Staff members conducting an online interview will ensure privacy settings are adjusted appropriately on the provider's site or application.

The school will be aware of, and have due regard for, the potential risks associated with online communication, e.g. ease of anonymity, and will ensure it takes suitable precautions, e.g. encrypting data where possible. The school will ensure that any tasks set for candidates during the interview are compatible with the online nature of the interview, e.g. they do not require the exchange of physical paper resources.

The school will communicate its expectations to candidates regarding the use of the online platform in good time prior to the interview. These expectations will include, but will not be limited to, the following:

- the candidate will participate in the interview with both the video camera and microphone features enabled at all required times
- the candidate will participate in the interview in a suitable setting – a quiet area with a neutral background
- the candidate will keep personal information which is not relevant to the recruitment process private, e.g. their email password, and will not ask the staff members conducting the interview to share any such private information
- where necessary, the candidate will be aware that the school will record the online interview, and that they will be required to consent to this in order for the interview process to continue.

When recording an online interview, prior permission will be acquired from the candidate in writing via email and all members of the interview will be notified before the interview commences via email, and again once they have joined the interview before recording commences. If the candidate does not provide consent to recording the interview, the school will consider whether the online interview can still take place in line with school's safeguarding and records management responsibilities.

The school will not discriminate against candidates who are recruited remotely; they will be considered fairly alongside any candidates who are not recruited remotely.

If a candidate refuses to interview remotely, the school will consider whether alternative arrangements for an in-person interview are possible, having due regard to the school's equality duties at all times. If this is not possible, then the school will sensitively inform the candidate that the remote interview process is a requirement of the application process, and have a considerate and good-natured discussion with the candidate as to whether they can continue with the recruitment process at this time. The school will direct candidates towards the DfE's advice on 'Attending your first remote interview' prior to the interview.

17. Pre-appointment checks

All appointments will be conditional on satisfactory completion of the necessary pre-appointment checks. These checks seek to identify whether there is anything that would make the candidate an unsuitable appointment for working with children or as a teacher.

When appointing new staff, the school will:

- verify the candidate's identity, e.g. checking the name and birth date on a birth certificate and verifying any name changes
- obtain an enhanced DBS check via the candidate and, for candidates engaging in regulated activity, barred list information (including volunteers)
- obtain a separate children's barred list check if the individual will start work in regulated activity with children before the DBS certificate is available
- verify a candidate's mental and physical fitness to carry out their role
- verify the person's right to work in the UK
- make further checks as appropriate on any individual who has lived or worked outside the UK
- verify professional qualifications, as appropriate
- ensure that an applicant to be employed to carry out teaching work is not subject to a prohibition order issued by the Secretary of State
- ensure that appropriate checks are carried out to ensure that individuals employed to work in Reception classes, or in wraparound care for children up to the age of 8, are not disqualified from working in these settings under the 2018 Childcare Disqualification Regulations
- for those in management or governor roles, conduct a section 128 check.

Barred list information will not be requested for anyone who is not engaging in or seeking to engage in regulated activity.

The recruitment panel will ensure any candidate employed to carry out teaching work is not subject to a prohibition order or any sanction or restriction imposed (that remains current) by the GTCE before its abolition in March 2012. The recruitment panel will utilise the DfE's check a teacher record to make prohibition, direction, restriction and children's barred list checks.

The recruitment panel will assess all cases fairly and on an individual basis. Where a decision has been made not to appoint somebody because of their convictions, it will be clearly documented to enable the school a chance to defend its decision if challenged.

The school will consider the following when assessing any disclosure information on a DBS certificate:

- the seriousness and relevance to the post which they have applied to
- how long ago the offence occurred
- whether it was a one-off incident or a history of incidents
- the circumstances around and at the time of the incident
- whether the individual accepted responsibility for what happened.

The school will also consider the incident in the context of the Teachers' Standards and Teacher misconduct guidance, if the applicant is applying for a teaching post.

If the school has reason to believe that an individual is barred, it is an offence under section 9 of the Safeguarding Vulnerable Groups Act (SVGA) 2006 for the school to allow the individual to carry out any form of regulated activity.

The school will use the Employer Secure Access sign-in portal via the Teaching Regulation Agency Teacher Services web page to check if a proposed governor is barred as a result of being subject to a section 128 direction.

Checks for all prohibitions, directions, sanctions and restrictions will be carried out by using the secure access portal on the Teacher Services' web page.

In line with KCSIE, the school will not require candidates to have an enhanced DBS certificate or undergo checks for events that may have occurred outside the UK if, in the three months prior to their appointment, the candidate has worked in England in a post:

- in a school which brought them into regular contact with children or young people; or
- in a school since 12 May 2006 which did not bring the person into regular contact with children or young people.

This is because the candidate will have already undergone this process in their previous position.

17.1 Volunteers

For all volunteers, the school will use professional judgement and experience when deciding what checks, if any, will be required.

All volunteers engaging in regulated activity will be required to provide the school with an enhanced DBS check with a barred list check. Existing volunteers in regulated activity do not need to be re-checked if they have already had a DBS check (including barred list information); however, the school may decide to conduct a repeat DBS check.

Where an existing volunteer will be in regulated activity from 1 September 2026 because of the changes brought in by the Crime and Policing Act 2026, the school will obtain an enhanced DBS check with children's barred list information. The school may obtain a standalone barred list check where either:

- the school wishes to allow the volunteer to undertake regulated activity prior to obtaining the enhanced DBS check certificate
- the school has recently obtained an enhanced DBS check without children's barred list information, and there has been no break in service since that certificate was issued.

The school will only request barred list information for volunteers in regulated activity.

17.2 Candidates who have lived outside the UK

For candidates who have lived outside the UK, all mandatory checks outlined in this policy will be carried out, along with additional checks where necessary, including an enhanced DBS certificate with barred list information for those engaging in regulated activity, even if they have never been to the UK before.

The school will make any further checks that it deems appropriate so that any relevant events occurring outside the UK can be considered, e.g. obtaining proof of past teaching conduct for any candidate for a teaching position from the professional regulating authority in the country in which they worked, where available or conducting criminal records checks for overseas applicants.

Where this information is not available the school will seek alternative methods of checking suitability, and/or undertake a risk assessment supports informed decision making on whether to proceed with the appointment.

If a candidate is unable to provide the correct documentation, they cannot submit a DBS check. This is because the right to work in the UK cannot be established.

Following the UK's exit from the EU, schools and colleges should apply the same approach for any individuals who have lived or worked outside the UK regardless of whether or not it was in an EEA country or the rest of the world.

17.3 Agency and third-party staff

In the case of any employee working at the school who is sourced from an agency or third-party organisation, the school will obtain written notification from the organisation confirming that they have carried out the same checks as the school

would otherwise perform on any individual who will be working at the school, or who will be providing education on the school's behalf, including through online delivery. In respect of the enhanced DBS check, the school will ensure that written notification confirms the certificate has been obtained by either the organization or another such organisation.

Confirmation will also be obtained that the individual who presents for work is the same person on whom all checks have been completed. A copy of photographic identification will generally be kept where appropriate.

The school will obtain a copy of the enhanced DBS certificate from the agency or third-party organisation where it has been obtained before the person is due to commence work and has disclosed any matter or information.

17.4 Trainee and student teachers

The school will ensure that enhanced DBS certificates and barred list checks are obtained on all salaried candidates for initial teacher training who are in regulated activity.

Where trainee teachers are fee-funded, it is the responsibility of the initial teacher training provider to carry out the necessary checks. The school will obtain written confirmation from the agency that the checks have been carried out.

17.5 Existing staff

If a member of staff moves from a post that was not regulated activity to one that is, the relevant checks will be carried out. A new check will also be carried out where there has been a break in service of 12 weeks or more or there are concerns about an individual's suitability to work with children.

Where an existing member of staff is moving to regulated activity, the recruitment panel will carry out further checks where there is a concern about a member of staff's suitability to work with children. An investigation will be carried out to gather enough evidence to establish if an allegation has a foundation. The employer of the school will ensure they have sufficient information to meet the relevant referral duty criteria, as outlined in the DBS's barring referral guidance.

The school will refer to the DBS anyone who has harmed, or poses a risk of harm, to a child or vulnerable adult where:

- the harm test is satisfied in respect of that harm
- the individual has received a caution or conviction for a relevant offence, or if there is reason to believe that the individual has committed a listed relevant offence
- the individual is deployed to another area of work not in regulated activity, or where they have been suspended.

Referrals to the DBS will be made on conclusion of an investigation where an individual has been removed from regulated activity. Referrals to the DBS will be made as soon as possible after the resignation, removal or redeployment of the staff member.

17.6 Contractors

The school will ensure that any contractor, or any employee of the contractor, has been subject to the appropriate level of DBS check. Contractors engaging in regulated activity will require an enhanced DBS certificate (including barred list information). For all other contractors who are not engaging in regulated activity, but whose work provides them with an opportunity for regular contact with children, an enhanced DBS check (not including barred list information) will be required. Under no circumstances will a contractor in respect of whom no checks have been obtained be allowed to work unsupervised or engage in regulated activity.

The school will set out its safeguarding requirements in the contract between the contractor's organisation and the school.

If a contractor is self-employed, the school will consider obtaining the DBS check, as self-employed people are not able to make an application directly to the DBS on their own account. The school will always check the identity of contractors and their staff on arrival.

17.7 Visitors

The school will not request DBS checks or barred list checks, or ask to see existing DBS certificates, for visitors such as children's relatives or other visitors attending a sports day. The headteacher will use their professional judgement about the need to escort or supervise such visitors.

Where a visitor attends the school in a professional capacity, the school will check their ID and be assured that the visitor has had the appropriate DBS check depending on the activity they are there to carry out (or that the visitor's employers have confirmed that appropriate checks have been carried out – the school will not ask to see the certificate in these circumstances).

17.9 Governors

Governors will have an enhanced criminal records certificate from the DBS. Governance is not a regulated activity and so governors will not need a barred list check unless, in addition to their governance duties, they also engage in regulated activity.

Governors will be subject to a section 128 direction check.

18. Right to work checks

The school will obtain evidence that all candidates for a position have the right to work in the UK by either conducting a manual document-based check, or by using the government's online portal. This will be done before a candidate is offered a position.

When conducting a manual, document-based check, the school will ensure that the documents received from candidates are acceptable in line with government guidance, and from the appropriate list: List A for candidates with a permanent right to work in the UK, or List B for candidates with a temporary right to work in the UK. Checks on documents will be conducted in line with section 19 of this policy.

The school will obtain proof of candidates' immigration status in the UK.

The school will contact the Home Office in the event that a statutory excuse must be established in the following circumstances:

- the candidate provides a document confirming receipt of an application to EUSS on or before 30 June 2021
- the candidate provides a non-digital certificate of application confirming receipt of an application to the EUSS on or after 1 July 2021
- the school has checked a digital certificate of application and has been directed to the Home Office's Employer Checking Service
- the candidate provides an Application Registration Card stating the holder is permitted to undertake the work in question
- the school is satisfied it has not been provided with any acceptable documents because the candidate has an outstanding application with the Home Office made before their previous permission expired, or has an appeal or review pending against the Home Office's decision and cannot provide evidence of their right to work as a result
- the school has not been provided with the specified documents in line with the prescribed right to work checks, but the person presents other information indicating they are a long-term resident of the UK, i.e. having arrived before 1988.

The school will not make assumptions about a person's right to work in the UK, or their immigration status, on the basis of their race, ethnicity, nationality, length of residence in the UK or background. All candidates, including British citizens, will have their right to work in the UK checked.

Where a candidate's right to work is time-limited, the school will conduct a follow-up check in advance of its expiry.

The school may use a certified digital identity service provider (IDSP) to conduct right to work checks on candidates.

19. Identification checking process

When checking the validity of identifying documents, the school will ensure that this is done in the presence of the holder, e.g. in person or via a live video link. In both cases, the school will be in physical possession of the original documents. The school will only accept valid, current and original documentation in its physical form. The school will not accept photocopies or documentation printed from the internet, e.g. internet bank statements.

The school will request documents with photographic identity, such as a passport, and compare this against the candidate's likeness. The school will not accept documents that are not in the candidate's current name as recorded on the application form.

The school will ensure that the candidate declares all previous name changes and provides documentary evidence to support the name change. If the candidate is unable to provide evidence to support the name change, the school will hold a

discussion with the candidate about the reasons why. The school will always aim to check the name on the candidate's birth certificate in order to validate their identity.

The school will compare the candidate's address history with any other information the candidate has provided.

The school will ensure that all letters and statements provided by the candidate are recent e.g. within a three-month period.

The school will keep a dated record of every document that has been checked for the duration of the candidate's employment and for a further six years after they have left the school. This will be either as a hard copy or in a scanned format which cannot be manually altered, e.g. JPEG or PDF document, and will be made available to the appropriate authorities if and when requested.

In line with the UK GDPR and Data Protection Act 2018, the school will only retain copies of DBS certificates where there is a valid reason for doing so, and only for as long as is needed to consider the information provided – this will not be for longer than six months.

When information is destroyed, the school may keep a record of the fact that vetting was carried out, the result of this vetting, and the recruitment decision taken.

20. After the pre-appointment checks

Once the pre-employment checks have been completed, the recruitment panel will:

- agree a start date with the candidate
- submit contractual paperwork, including the completed DBS check, copies of identification, references, proof of qualifications, pre-employment medical enquiry form, P45, application/equal opportunities and emergency contacts
- add the required details of the checks carried out to the school's SCR.

21. Single central record (SCR)

The school will maintain and regularly update the SCR.
All new employees will be added to the record, which will include:

- all staff who work at the school including teacher trainees on salaried routes, agency and third-party supply staff even if they work for one day
- all others who work in regular contact with children in the school or college, including volunteers.

The bullet points below set out the minimum information that must be recorded in respect of staff members (including teacher trainees on salaried routes). The record will indicate whether the following checks have been carried out or certificates obtained, and the date on which each check was completed or certificate obtained:

- an identity check
- a barred list check

- an enhanced DBS check
- a prohibition from teaching check
- further checks on people living or working outside the UK, including checks for European Economic Area (EEA) teacher sanctions and restrictions
- a check of professional qualifications
- a section 128 check
- a check to establish the person's right to work in the UK
- for those in management, trustee or governor roles, a section 128 check

For supply staff, the school will include whether written confirmation has been received that the employment business supplying the member of supply staff has carried out the relevant checks and obtained the appropriate certificates, and the date that confirmation was received and whether any enhanced DBS check certificate has been provided in respect of the member of staff.

If checks are carried out on volunteers, this will be recorded in the SCR.

The details of individuals will be removed from the SCR once their employment with the school ends.

22. Safer recruitment training

The Governing Body will ensure that those involved with the recruitment and employment of staff to work with children have received safer recruitment training, the substance of which will, at a minimum, cover the content of part three of KCSIE. As a measure of good practice, the school will ensure that this training is renewed every three years.

Staff and governors involved in the recruitment process will have an awareness of information regarding the following:

- the recruitment and selection process
- pre-appointment and vetting checks, regulated activity and recording of information
- other checks that may be necessary for, staff, volunteers and others
- how to ensure the ongoing safeguarding of children and legal reporting duties on employers.

23. Safeguarding

For references provided to the school, the candidate's suitability will always be assessed with particular regard paid to their suitability to work with children. The DSL will be consulted where appropriate.

The DSL will recognise the school's duty to disclose safeguarding concerns overrides any other duties to an employee, and ensure the school complies with its safeguarding obligations. The DSL will ensure records are kept of all allegations against staff in line with the most up-to-date version of KCSIE.

For all safeguarding allegations, excluding those proven to be malicious, a clear and comprehensive summary of the allegation, details of how the allegation was followed up and resolved, and a note of any action taken, and decisions reached, will be kept on the confidential personnel file of the accused member of staff. Accurate information based on these records will be given in response to future requests for a reference, where appropriate. Safeguarding information will not be given in circumstances where the allegation was found to be false, unsubstantiated or malicious – this includes if it is a history of repeated concerns or allegations which have been found to be false, unsubstantiated or malicious. The member of staff providing the reference will make no comments about their own personal views on the veracity of allegations.

9 Flowchart of Disclosure and Barring Service Criminal Record Checks and Barred List Checks (minimum expectation)

