

Holy Trinity Primary School, Halstead

Safer Recruitment Policy

Introduction

To be read alongside 'Child Protection Policy.'

Holy Trinity 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 election 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.

Holy Trinity Primary School's Safer Recruitment Policy and Child Protection Policy draws upon the recent DCSF guidance Safeguarding Children and Safer Recruitment in Education (2007).

Safeguarding Statement

Our school has a clear and uncompromising 'Safeguarding Statement' – it outlines our absolute commitment to safeguarding and safer recruitment. It is designed to illustrate to all children, parents, staff and prospective staff that Safeguarding is high on our list of priorities. It is displayed in and outside our school.

"Holy Trinity Primary School is committed to providing a welcoming and safe environment for our children, families, staff, community and visitors. As a school committed to safeguarding we may ask for identification and request that you wear a visitors badge. Additionally, all staff, governors and volunteers must complete all required criminal record checks to ensure that they are suitable to work safely with children. These procedures are in place to keep our children safe, not a sign of mistrust – please help us maintain a safe school environment.

Holy Trinity is a committed safer recruitment school. Any staff wishing to be part of our school must share this commitment.

If you have any worries or concerns about school safety please let us know."

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 Holy Trinity 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 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 CRB (Note: a List 99 check is required prior to the commencement of employment if no valid CRB from a previous school is available and assuming there has not been a break in service greater than three months).
- ✓ Ensure new staff are familiarised with our Child Protection Policies and Safer Working Practices.