

SAFER RECRUITMENT POLICY

Updated November 2022

I. INTRODUCTION

Shrewsbury High School (“the school”) is committed to providing the best possible care and education to its pupils and to safeguarding and promoting the welfare of children and young people. The school is also committed to providing a supportive and flexible working environment to all its members of staff. The school recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who shares this commitment.

This policy must be used in conjunction with the School Safeguarding Policy and Keeping Children Safe in Education 2022.

The aims of the School’s recruitment policy are as follows:

- To ensure that the best possible staff are recruited on the basis of their merits, abilities and suitability for the position.
- To ensure that all job applicants are considered equitably and consistently.
- To ensure that no job applicant is treated unfairly on any grounds including race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital status, disability, or age.
- To ensure compliance with all relevant recommendations and guidance including the recommendations of the Department for Education and Skills (DfES) in “Safeguarding Children: Safer Recruitment and Selection in Education Settings” and the code of practice published by the Criminal Records Bureau (CRB).
- To ensure that the school meets its commitment to safeguarding and promoting the welfare of children and young people by carrying out all necessary pre-employment checks.

Employees involved in the recruitment and selection of staff are responsible for familiarising themselves with the provisions of this policy.

2. RECRUITMENT AND SELECTION PROCEDURE

All applicants for employment will be required to complete an application form containing questions about their academic and employment history and their suitability for the role. Incomplete application forms will be returned to the applicant where the deadline for completed application forms has not passed. A curriculum vitae will not be accepted in place of the completed application form.

As part of the shortlisting process the school will carry out an online search as part of our due diligence on the shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the school may then explore with the applicant at interview.

Applicants will receive a job description and person specification for the role applied for. The applicant may then be invited to attend a formal interview at which his/her relevant skills and experience will be discussed in more detail. If it is decided to make an offer of employment following the formal interview, any such offer will be conditional on the following:



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- The agreement of a mutually acceptable start date and the signing of a contract incorporating the School's standard terms and conditions of employment.
- The receipt of two references (one of which must be from the applicant's most recent employer) which the School considers satisfactory; and
- The receipt of a satisfactory enhanced disclosure from the Criminal Records Bureau.

If the above conditions are satisfied and the offer is accepted, then the applicant will be issued with a contract of employment as confirmation of employment. All appointments are subject to a six month probationary period during which the notice period to terminate the employment for whatever reason, by either the employee or the school is four weeks. The School's disciplinary and capability procedures do not apply during this probationary period.

The school also reserves the right to extend this probationary period should it deem this necessary.

3. PRE-EMPLOYMENT CHECKS

In accordance with the recommendations of the DfES in "Safeguarding Children: Safer Recruitment and Selection in Education Settings" the School carries out a number of pre-employment checks in respect of all employees.

3.1 Verification of identity and address

All applicants who are invited to an interview will be required to bring the following evidence of identity, address and qualifications:

- Current driving licence or passport or full birth certificate; and
- Two utility bills or statements (from different sources) showing their name and home address; and
- Documentation confirming their National Insurance Number (P45, P60 or National Insurance Card); and
- Documents confirming any educational and professional qualifications referred to in their application form.

Where an applicant claims to have changed his/her name by deed poll or any other mechanism (e.g. marriage, adoption, statutory declaration) he/she will be required to provide documentary evidence of the change.

3.2 References

Two references will be taken up on short listed candidates prior to interview unless otherwise stated on the application form. All offers of employment will be subject to the receipt of a minimum of two satisfactory references, one of which must be from the applicant's current or most recent employer. If the current/most recent employment does/did not involve work with children, then the second referee should be from the employer with whom the applicant most recently worked with children. Neither referee should be a relative or someone known to the applicant solely as a friend. All referees will be asked whether they believe the applicant is suitable for the job for which they have applied and whether they have any reason to believe that the applicant is unsuitable to work with children. All referees will be sent a copy of the job description and person specification for the role which the applicant has applied for. If the referee is a current or previous employer, they will also be asked to confirm the following:



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- The applicant's dates of employment, salary, job title/duties, reason for leaving, performance, sickness and disciplinary record.
- Whether the applicant has ever been the subject of disciplinary procedures involving issues related to the safety and welfare of children (including any in which the disciplinary sanction has expired).
- Whether any allegations or concerns have been raised about the applicant that relate to the safety and welfare of children or young people or behaviour towards children or young people.

The School will only accept references obtained directly from the referee on the official form with all sections completed. It will not reply on references or testimonials provided by the applicant or on open references or testimonials.

The School will compare all references with any information given on the application form. Any discrepancies or inconsistencies in the information will be taken up with the applicant before any appointment is confirmed.

3.3 Criminal Records Check

Due to the nature of the work, the School applies for criminal record certificates from the Criminal Records Bureau (CRB) in respect of all prospective staff members, governors and volunteers. The School will always request an Enhanced Disclosure as described below.

- An Enhanced Disclosure will contain details of all convictions on record including current and spent convictions (including those which are defined as "spent" under the Rehabilitation of Offenders Act 1974) together with details of any cautions, reprimands or warnings held on the Police National Computer. It may also contain non-conviction information from local police records which a chief police officer thinks may be relevant in connection with the matter in question.
- If the individual is applying for a position working with children or young adults, it will also reveal whether he/she is barred from working with children or vulnerable adults by virtue of his/her inclusion on the lists of those considered unsuitable to work with children or vulnerable adults maintained by the DfES and the Department of Health.

Applicants with recent periods of overseas residence and those with little or no previous UK residence may also be asked to apply for the equivalent of a disclosure, if one is available in the relevant jurisdiction(s).

Where the School uses staff from supply agencies, contractors etc then the School expects those agencies to have registered these staff with the CRB following their own policy or their own comparable policy. Proof of registration will be required before the School will commission services from any such organisation.

3.4 Retention and Security of Disclosure Information

The School's policy is to observe the guidance issued or supported by the CRB on the use of disclosure information.

In particular, the School will:



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- Store disclosure information and other confidential documents issued by the CRB in locked, non-portable storage containers, access to which will be restricted to members of the School's senior management team.
- Not retain disclosure information or any associated correspondence for longer than is necessary. In most cases, the School will not retain such information for longer than six months although the School will keep a record of the date of a disclosure, the name of the subject, the type of disclosure, the position in question, the unique number issued by the CRB and the recruitment decision taken.
- Ensure that any disclosure information is destroyed by suitably secure means such as shredding.
- Prohibit the photocopying or scanning of any disclosure information.

The School complies with the provisions of the CRB code of practice, a copy of which is available on request.

4. RETENTION OF RECORDS

If an applicant is appointed, the School will retain any relevant information provided on their application form (together with any attachments) on their personnel file. If the application is unsuccessful, all documentation relating to the application will normally be confidentially destroyed after six months unless the applicant specifically requests the School to keep their details on file.

5. QUERIES

If an applicant has any queries on how to complete the application form or any other matter, they should contact the School.

Further information can be located on the GDST Hub <https://hub.gdst.net/node/495> - Recruitment Procedures.



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