



Safer Recruitment Policy

Introduction

Hillview Nursery School aims to:

- attract the best applicants to vacancies;
- deter prospective applicants who are unsuitable for work with children or young people;
- identify and reject applicants who are unsuitable for work with children and young people.

Statutory Requirements

There are some statutory requirements for the appointment of some staff in schools – notably Head Teachers and Deputy Head Teachers. These requirements change from time to time and must be met.

Identification of Recruiters

At least one recruiter will have successfully received accredited training in safe recruitment procedures.

Inviting Applications

Advertisements for posts – whether in newspapers, journals or on-line – will include the statement:

“Hillview Nursery School is committed to safeguarding children and young people. All post holders are subject to pre-employment checks including an enhanced Disclosure and Barring Service (DBS) disclosure”.

Prospective applicants will be provided with a:

- Job Description/Person Specification
- Child Protection Policy
- Safer recruitment policy (this document)
- Selection Procedure for the post

- Application Form

All applicants must complete the Harrow Council application form. **CVs alone will not be accepted.**

Shortlisting and References

Shortlisting of applicants will be against the person specification for the post.

As part of the shortlisting process an online search will be carried out as part of our due diligence on the shortlisted candidates, and shortlisted candidate will be informed accordingly.

Where possible, references will be taken up as part of the final selection stage, prior to any start date being agreed, so that any discrepancies can be addressed during the selection stage. References will be sought directly from the referee. References or testimonials provided by the candidate will not be accepted. References will be sought in writing from the employing organisation. Referees will be contacted to verify references provided and where necessary, to clarify any anomalies or discrepancies. A detailed written note will be kept of these exchanges.

Should applicants only be able to provide personal/character referees consideration will be given to other relevant methods.

Where necessary, previous employers who have not been named as referees will be contacted in order to clarify any anomalies or discrepancies. A detailed written note will be kept of such exchanges.

Referees will always be provided with the job description and person specification for the post, and asked specific questions about:

- the candidate's suitability for working with children and young people;
- any disciplinary warnings, including time-expired warnings, that relate to the safeguarding of children;
- the candidate's suitability for the post.

Shortlisted candidates will be asked to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children.

The Selection Process

Selection techniques will be determined by the nature and duties of the vacant post, but all vacancies will require an interview of shortlisted candidates. Interviews will always be face-to-face. Telephone interviews may be used at the short-listing stage but will not be a substitute for a face-to-face interview (which may be via visual electronic link).

Candidates will always be required:

- to explain satisfactorily any gaps in employment;

- to explain satisfactorily any anomalies or discrepancies in the information available to recruiters;
- to declare any information that is likely to appear on a DBS disclosure;
- to demonstrate their capacity to safeguard and protect the welfare of children and young people.

Employment Checks

All successful applicants will be required:

- to provide photographic proof of identity
- to complete an online DBS disclosure application, with satisfactory identity proofs, and receive satisfactory clearance
- to provide actual certificates of qualifications
- to complete a confidential health questionnaire
- to provide proof of eligibility to live and work in the UK.

Induction

All staff who are new to the council will receive induction training that will include appropriate safeguarding policies and guidance on safe working practices for their area, arranged through their line manager within the first 2 months. Regular meetings will be held during the first 3 months of employment between the new employee(s) and the appropriate manager(s).

NOTE: All new recruits are subject to a probationary period during which performance and suitability to work with children are monitored.

Safer Recruitment

All interview panels will have at least one person qualified in safer recruitment practices.

The school will obtain an enhanced DBS with children's barred list information in respect of all people who work directly with children or who are likely to have unsupervised access to them.

The school will allow only people who have undergone an enhanced DBS check to have unsupervised contact with children on the premises.

The school will keep records to demonstrate to Ofsted that the checks have been done, including the number and date of issue of the enhanced DBS Disclosure.

In addition all staff recruited will be required to provide two references, confirmation of ID and qualifications. Staff files will be regularly reviewed to ensure compliance with safer recruitment standards.

The school will have effective systems in place to ensure that practitioners and others likely to have unsupervised access to the children (including those living or working on the premises) are suitable to do so.