



Safer Recruitment Policy

Review frequency:	2 Years
Last reviewed:	June 2022
Agreed by Trustees:	18/7/22
Next review date:	June 2024

Safer Recruitment Policy Statement

The safe recruitment of staff in schools is the first step to safeguarding and promoting the welfare of the children in education. Venture Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency cooperation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

The trust recognises the value of, and seeks to achieve a diverse workforce, which includes people from different backgrounds with different skills and abilities. The trust is committed to ensuring that the recruitment and selection of all who work within its schools is conducted in a manner that is systematic, efficient, and effective and promotes equality of opportunity. The trust will uphold its obligations under law and national collective agreements and will not discriminate against applicants for employment on the grounds of age, sex, sexual orientation, marital status, disability, race, colour, nationality, ethnic origin, religion or creed.

This document provides a good practice framework to comply with the principles set down in the trust's Equality and Diversity policy.

All posts within the trust are exempt from the Rehabilitation of Offenders Act 1974 and therefore all applicants will be required to declare spent and unspent convictions, cautions and bind-overs, including those regarded as spent and have an Enhanced Criminal Records Disclosure.

The trust is committed to ensuring people who have been convicted are treated fairly and given every opportunity to establish their suitability for positions. Having a criminal record will not necessarily be a bar to obtaining a position.

Safer Recruitment Training

The trust will:

- ensure that appropriate staff who undertake recruitment have received safer recruitment training
- ensure every appointment panel includes at least one member who has received safer recruitment training
- implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the intended role.
- ensure that the Prevent Strategy is taken into due consideration and staff all have an understanding of the implications involved
- keep and maintain a single central record of recruitment and vetting checks in line with DfE requirements
- ensure that the terms of any contract with a contractor or agency requires them to adopt and implement measures described in this procedure. The trust will monitor the compliance with these measures.
- require staff who are convicted or cautioned for any criminal offence during their employment with the trust to notify the trust, in writing of the offence and the penalty.

The following pre-employment checks will be undertaken:

- Receipt of at least two satisfactory references, one of which will be from the former or most recent employer

- Verification of the candidate's identity in line with the requirements of The Immigration, Asylum and Nationality Act 2006
- A satisfactory enhanced DBS check, including a Barred List check
- Verification of the candidate's medical fitness (clearance from Occupational Health where applicable)
- Verification of qualifications
- Verification of professional registration as required by law for teachers
- A prohibition from teaching check (for teachers), including EEA Sanctions if required
- A section 128 direction check for any staff appointed to a management position
- Verification of successful completion of induction period (for those who obtained QTS after 7 May 1999)

As part of the shortlisting process, the trust may also carry out an online search (including social media platforms) as part of their due diligence on the shortlisted candidates. This search may help identify any incidents or issues that have happened, and are publicly available online, which the trust might want to explore with the applicant at interview.

Roles and responsibilities

It is the responsibility of the board of trustees to:

- Ensure the trust has effective policies and procedures in place for the recruitment of all staff and volunteers in accordance with DfE and Cornwall and Isles of Scilly Safeguarding Children Board guidance and legal requirements
- Monitor the trust's compliance with them

It is the responsibility of the CEO and other managers involved in recruitment to:

- Ensure that the trust operates safe recruitment procedures and makes sure all appropriate checks are carried out on all staff and volunteers who work at any school within the trust
- To monitor contractors' and agencies' compliance with this document
- Promote welfare of children and young people at every stage of the procedure.

It is the responsibility of all potential and existing workers, including volunteers to comply with this document.

It is the responsibility of all contractors and agencies to comply with safe recruitment pre-employment checks.

Venture MAT schools subscribe to a service level agreement with Cornwall Council to provide HR safer recruitment and DBS advice.

In accordance with the School Staffing Regulations, the Board of Trustees has delegated responsibility to the CEO to lead in all appointments outside of the leadership group.

Trustees and governors may be involved in staff appointments, but the final decision will rest with the CEO. The CEO may delegate the selection process of staff outside of the leadership group to other managers in the school, but remains responsible for the decision to appoint.

The Procedure

Advertising

To ensure equality of opportunity, trust schools will advertise all vacant posts to encourage as wide a field of candidates as possible, normally this will entail an external advertisement.

However, where there is a reasonable expectation that there are sufficient qualified internal candidates or where staff are at risk of redundancy, an internal advertisement may be considered appropriate.

Applications

The form – The trust uses a standard application form. CVs will not be accepted.

The trust requires candidates to account for any gaps or discrepancies in employment history on this application form. Where an applicant is shortlisted, these gaps will be discussed at interview.

Applicants should be aware that providing false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected and possible referral to the police and other professional regulatory bodies.

References

References for shortlisted candidates will be sent for immediately prior to interview.

References must be in writing and be specific to the job for which the candidate has applied - open references or testimonials are not acceptable. The trust will not accept references from relatives or people writing solely in the capacity as a friend. Only references from a trusted authoritative source will be acceptable.

Reference requests will specifically ask:

- About the referee's relationship with the candidate
- Whether the referee is completely satisfied that the candidate is suitable to work with children and, if not, for specific details of the concerns and the reasons why the referee believes that the person might be unsuitable.

Referees will also be asked to confirm details of:

- The applicant's current post, salary and attendance record (where appropriate)
- Performance history and conduct (if known)
- Any disciplinary procedures in which the sanction is current
- Any disciplinary procedures involving issues related to the safety and welfare of children, including any in which the sanction has expired and the outcome of those
- Details of any allegations or concerns that have been raised that relate to the safety and welfare of children or behaviour towards children and the outcome of these concerns
- Venture MAT uses a standard Reference Request Form to ensure the details outline above are included. References will be compared to the information provided to ensure it is consistent. Any discrepancies will be taken up with the applicant at interview.

Any information about past disciplinary action or allegations will be considered in the circumstances of the individual case. Cases in which an issue was satisfactorily resolved some time ago, or an allegation was determined to be unfounded or did not require formal disciplinary sanctions, and which no further issues have been raised, are not likely to cause concern. More serious or recent concerns or issues are more likely to cause concern. A history of repeated concerns or allegations over time is also likely to give cause for concern.

Self-declaration of convictions and childcare disqualification by job applicants

The trust's policy requires shortlisted applicants for all posts (including volunteers) to declare all criminal convictions whether "spent" or "unspent" and include any cautions and pending prosecution as well as any disqualification under the Childcare Act 2006.

Such declarations will be made on an appropriate form and should be submitted in a sealed envelope, marked strictly private and confidential to the chair of the selection panel, prior to the interview. The chair of the panel will discuss relevant, positive declarations confidentially with the applicant at interview. The disclosure of convictions, cautions, pending cases or disqualification information will not necessarily prevent employment but will be considered in the same way as positive DBS disclosures.

Interviews

The selection process will include the following:

- Face to face professional interview including a question related to safeguarding children
- Young people panel / activity with children where appropriate to post applied for.

Proof of Identity and Right to Work in the UK & Verification of Qualifications and/or Professional Status.

Shortlisted applicants for all posts will be required to provide proof of identity by producing documents on the day of interview in line with those set out in The Immigration, Asylum and Nationality Act 2006. Similar information is also required to undertake a Disclosure and Barring Service check on the preferred candidate. Short-listed candidates will also be required to provide proof of their qualifications and professional status by producing documentation on the day of interview. The trust will verify that candidates have actually obtained any qualifications legally required or deemed essential for the job and claimed in their application by asking to see the relevant certificate, or a letter of confirmation from the awarding body / institution. If the original documents are not available, the trust will require sight of a properly certified copy. Where candidates have obtained qualifications abroad, a certified comparability check by NARIC will also be required. Proof of identity and other documentation will be verified by the COO or appointed person.

Commencement of Employment prior to DBS check being received

In exceptional circumstances, and with the consent of the CEO, it is permitted to commence employment prior to receiving an enhanced DBS check, provided that all other recruitment checks have been undertaken. However a Barred List check must be undertaken prior to commencement and a risk assessment must be completed ensuring adequate supervision at all times.

Employment Offer

It may be possible to negotiate a provisional start date with the preferred candidate, however, all offers of employment will be subject to satisfactory completion of all of the checks listed above. In the case of DBS disclosures, the certificate must be obtained before or as soon as practicable after appointment.

Record Retention / Data Protection

The trust will retain all interview notes on all applicants for a 6 month period, after which time the notes will be destroyed (ie: shredded). The 6 month retention period will allow the trust to deal with any data access requests, recruitment complaints or to respond to any complaints made to the Employment tribunal. Under the Data Protection Act 2018, applicants have a right to request access to notes written about them during the recruitment process. Applicants who wish to access their interview notes must make a subject access request in writing to the chair of the panel within 6 months of the interview date.

Personal file records

The trust will retain the following information which will make up part of the personal file, for the successful candidate:

- Application form & interview notes
- References
- Disclosure of convictions/disqualification form
- Proof of identification
- Proof of academic qualifications
- Proof of QTS Status (for teaching staff)
- Certificate of Good Conduct (where applicable)
- Evidence of medical clearance from Occupational Health (where applicable)
- Evidence of the DBS clearance (ie: the notification email from the Disclosure and Barring Service and the DBS certificate reference number, NOT the actual DBS form or certificate).
- The date on which the original DBS certificate was seen
- Other relevant checks such as EEA Sanctions, Section 128 Direction
- Offer letter
- Payroll information (bank details & HMRC new starter form)
- Policy confirmation & induction records

Single Central Record of Recruitment Vetting Checks

In line with DfE requirements, each school will keep and maintain a single central record of recruitment and vetting checks. The central list will record all staff who are employed at the school, including casual staff, supply agency staff whether employed directly or through an agency, volunteers, trustees and governors who also work as volunteers, and those who provide additional teaching or instruction for pupils but who are not staff members, eg: specialist sports coach or artist.

The central record will indicate whether or not the following have been completed:

- Identity checks
- Qualification checks for any qualifications legally required for the job
- Additionally for those applying for teaching posts, QTS details where appropriate
- Prohibition from teaching checks, including EEA sanction where necessary
- Disqualification by Association declarations
- Section 128 Direction checks for those appointed to a management position
- Checks of right to work in the United Kingdom
- Barred List checks
- DBS Enhanced Disclosure, including the date the original certificate was seen
- Further overseas records where appropriate. It shall also indicate who undertook the check and the date on which the check was completed or the relevant certificate obtained.

In order to record supply staff provided through an agency on the record, the school will require written confirmation from the supply agency that it has satisfactorily completed the checks described above. The school does not need to carry out checks itself except where there is information contained within the disclosure. However identity checks must be carried out by the school to check the person arriving is the person the agency intends to refer to them. Reference will be made to the Prevent Strategy.

Probation periods

Staff who are new to the employment of the trust will be subject to the trust's probationary period. School staff will be given a copy of the DfE guidance Keeping Children Safe in Education (Part 1) as well as all relevant safeguarding policies and procedures and will be required to confirm that they have read and understood the contents. .

The trust has a specific safeguarding related whistle blowing policy which has been disseminated to all staff and volunteers.

The trust adopts a culture of vigilance where all concerns are listened to and taken seriously.

The trust will follow DfE and Cornwall and Isles of Scilly Safeguarding Children Board allegation procedures and refer any allegation for initial consultation with the Local Authority Designated Officer.