



RECRUITMENT, SELECTION AND DISCLOSURES POLICY AND PROCEDURES

GENERAL

1. Willington School is committed to ensuring the best possible environment for the children and young people in its care. Safeguarding and promoting the welfare of children and young people is our highest priority. The School aims to recruit staff that share and understand our commitment. We seek to ensure that no job applicant is treated unfairly by reason of a protected characteristic as defined within the Equality Act 2010.

SCOPE OF THIS POLICY

2. The Recruitment, Selection and Disclosures Policy and Procedure herewith refers and applies to staff directly recruited and employed by the School. Staff are defined as - *Any person working at the School whether under a contract of employment, under a contract for services or otherwise than under a contract, but does not include supply staff or volunteers.*

3. In the case of agency or contract workers, the School shall obtain written confirmation from the agency or company that it has carried out the appropriate checks.

4. Any staff who TUPE transfer into the School's staff, will be required to undertake the statutory requirements with regard to safer recruitment checks.

APPLICATION FORM

5. The School will only accept applications for employed posts from candidates completing the relevant Application Form in full. CVs will not be accepted in substitution for completed Application Forms.

6. Candidates should be aware that all posts in the School involve some degree of responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post. Candidates for employed posts will receive a Job Description and Person Specification for the role.

7. As the position for which candidates are applying involves substantial opportunity for access to children, it is important that applicants provide the School with legally accurate answers. Upfront disclosure of a criminal record may not debar a candidate from appointment as the School shall consider the nature of the offence, how long ago and at what age it was committed and any other relevant factors. Information should be submitted in confidence enclosing details in a separate sealed envelope which will be seen and then destroyed by the Head/Bursar. If candidates would like to discuss this beforehand, they are asked to please telephone in confidence to the Head/Bursar for advice.

8. Any unspent convictions, cautions, reprimands or warnings must be disclosed to the School. However, amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website.



9. The successful applicant will be required to complete a Disclosure Form from the Disclosure and Barring Service ("DBS") for the position. Failure to declare any convictions (that are not subject to DBS filtering) may disqualify a candidate for appointment or result in summary dismissal if the discrepancy comes to light subsequently.
10. If the candidate is currently working with children, on either a paid or voluntary basis, the School will ask their current employer about disciplinary offences, including disciplinary offences relating to children or young persons (whether the disciplinary sanction is current or time expired), and whether the candidate has been the subject of any child protection allegations or concerns and if so the outcome of any enquiry or disciplinary procedure.
11. If the candidate is not currently working with children but has done so in the past, the School will ask the previous employer about those issues.
12. Where neither the current nor previous employment has involved working with children, the School will still ask the current employer about the candidate's suitability to work with children. Where the candidate has no previous employment history, the School may request character references which may include references from the candidate's school or university.
13. All candidates should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal by the School if they have been appointed, and a possible referral to the police and/or DBS.

INVITATION TO INTERVIEW

14. The School will short-list applicants according to the relevance and applicability of their professional attributes and personal qualities to the role. Short-listed applicants will then be invited to attend a formal interview at which his/her relevant skills and experience will be discussed in more detail.
15. All formal interviews will have a panel of at least two people, chaired by the Head/Bursar or another designated senior member of staff. At least one person on the appointment panel will have undertaken safer recruitment training. The Chair of Governors should chair the panel for the Bursar's/Head's appointment.
16. The interviewers involved will be required to state any prior personal relationship or knowledge of any of the candidates and a judgement will be made by the Chair as to whether or not an interviewer should withdraw from the panel. Should the Chair have a conflict of interest, the Vice Chair shall decide whether the Chair should withdraw from the panel.
17. The interview will be conducted in person and the areas which it will explore will include suitability to work with children.
18. All candidates invited to interview must bring documents confirming any educational and professional qualifications that are necessary or relevant for the post (e.g. the original or certified copy of certificates, diplomas etc). Where originals or certified copies are not available for the successful candidate, the candidate must obtain written confirmation of the relevant qualifications from the awarding body.
19. The School requests that all candidates invited to interview also bring with them:
 - a. A current driving licence including a photograph or a passport or a full birth certificate;
 - b. A utility bill or financial statement issued within the last three months showing the candidate's current name and address;



- c. Where appropriate any documentation evidencing a change of name;
- d. Where the candidate is not a citizen of a country within the European Economic Area or Switzerland, proof of entitlement to work and reside in the UK.

Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

20. Candidates with a disability who are invited to interview should inform the School of any necessary reasonable adjustments or arrangements to assist them in attending the interview.

CONDITIONAL OFFER OF APPOINTMENT: PRE-APPOINTMENT CHECKS

21. Any offer to a successful candidate will be conditional upon:
- a. Receipt of at least two satisfactory references (if these have not already been received);
 - b. Verification of identity and qualifications including, where appropriate, evidence of the right to work in the UK;
 - c. A satisfactory enhanced DBS check and if appropriate, a check of the Barred List
 - d. For a candidate to be employed as a teacher, a check that that the candidate is not subject to a prohibition order issued by the Secretary of State;
 - e. Verification of professional qualifications, where appropriate;
 - f. Verification of successful completion of statutory induction period (for teaching posts - applies to those who obtained QTS after 7 May 1999);
 - g. Where the successful candidate has worked or been resident overseas such checks and confirmations as the School may consider appropriate so that any relevant events that occurred outside the UK can be considered; and
 - h. Satisfactory medical fitness.

22. It is the School's practice that a successful candidate must complete a pre-employment health questionnaire. The information contained in the questionnaire will then be held by the School in strictest confidence. This information will be reviewed against the Job Description and the Person Specification for the particular role, together with details of any other physical or mental requirements of the role i.e. proposed workload, extra-curricular activities, layout of the School. No job offer will be withdrawn without first consulting with the applicant, considering medical evidence and considering reasonable adjustments.

REFERENCES

23. The School may seek the references referred to in Paragraph 21 above for shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications, before interview. If the candidate does not wish the School to take up references in advance of the interview, they should notify the School at the time of applying.

24. The School will ask all referees if the candidate is suitable to work with children and will compare any information provided by the referee with that provided by the candidate on the Application Form. Any inconsistencies will be discussed with the candidate.

CRIMINAL RECORDS POLICY

25. The School will refer to the Department for Education (DfE) document, 'Keeping Children Safe in Education 2019' and any amended version in carrying out the necessary required DBS checks. The School



complies with the provisions of the DBS Code of Practice, a copy of which may be obtained on request or accessed here: <https://www.gov.uk/government/publications/dbs-code-of-practice> .

26. **If disclosure is delayed**. Short periods of work may be allowed under controlled conditions, at the Headmaster's discretion. If an 'enhanced disclosure' is delayed, the Headmaster may allow the member of staff to commence work:

- a. Without confirming the appointment;
- b. After a satisfactory check of the barred list if the person will be working in regulated activity and all other relevant checks (including any appropriate prohibition checks) having been completed satisfactorily;
- c. Provided that the DBS application has been made in advance;
- d. With appropriate safeguards taken (for example, loose supervision);
- e. Safeguards reviewed at least every two weeks by the Head/Bursar and member of staff;
- f. The person in question is informed what these safeguards are; and
- g. It is recommended, but not a requirement, which a note is added to the Single Central Register and evidence kept of the measures put in place.

DBS UPDATE SERVICE

27. Where an applicant subscribes to the DBS Update Service, the applicant must give consent to the School to check that there have been no changes since the issue of a disclosure certificate. A barred list check will still be required

RETENTION AND SECURITY OF RECORDS

28. The School will comply with its obligations regarding the retention and security of records in accordance with the DBS Code of Practice and its obligations under its Data Protection Policy. Copies of DBS certificates will not be retained for longer than 6 months.

Review period: Annual

Reviewed by: Bursar

Appendix:

1. Policy on the Recruitment of Ex-Offenders



POLICY ON THE RECRUITMENT OF EX-OFFENDERS

1. The School will not unfairly discriminate against any candidate for employment on the basis of conviction or other details revealed. The School makes appointment decisions on the basis of merit and ability. If an individual has a criminal record this will not automatically bar him/her from employment within the School. Instead, each case will be decided on its merits in accordance with the objective assessment criteria set out below.
2. All candidates should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if they have been appointed, and a possible referral to the police and/or DBS.
3. Under the relevant legislation, it is unlawful for the School to employ anyone who is included on the lists maintained by the DBS of individuals who are considered unsuitable to work with children. In addition, it will also be unlawful for the School to employ anyone who is the subject of a disqualifying order made on being convicted or charged with the following offences against children: murder, manslaughter, rape, other serious sexual offences, grievous bodily harm or other serious acts of violence.
4. It is a criminal offence for any person who is disqualified from working with children to attempt to apply for a position within the School. The School will report the matter to the Police and/or the DBS if:
 - a. The School receives an application from a disqualified person;
 - b. The School is provided with false information in, or in support of an applicant's application; or
 - c. The School has serious concerns about an applicant's suitability to work with children.
5. In the event that relevant information (whether in relation to previous convictions or otherwise) is volunteered by an applicant during the recruitment process or obtained through a disclosure check, the School will consider the following factors before reaching a recruitment decision:
 - a. Whether the conviction or other matter revealed is relevant to the position in question;
 - b. The seriousness of any offence or other matter revealed;
 - c. The length of time since the offence or other matter occurred;
 - d. Whether the applicant has a pattern of offending behaviour or other relevant matters;
 - e. Whether the applicant's circumstances have changed since the offending behaviour or other relevant matters; and
 - f. The circumstances surrounding the offence and the explanation(s) offered by the applicant.
 - g. If the post involves regular contact with children, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted at any time of any the following offences: murder, manslaughter, rape, other serious sexual offences, grievous bodily harm or other serious acts of violence, serious Class A drug related offences, robbery, burglary, theft, deception or fraud.
 - h. If the post involves access to money or budget responsibility, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted at any time of robbery, burglary, theft, deception or fraud.
 - i. If the post involves some driving responsibilities, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted of drink driving.