



Woodlane High School

achieving success in a nurturing environment

Safer Recruitment Policy

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Next Update: May 2023

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1. Introduction

The purpose of this policy is to set out the requirements for the recruitment of teaching and support staff to Woodlane High School. The aim is to:

- attract the best possible 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.

Decisions concerning the need to recruit staff are delegated to the Headteacher by the Governing Body. All decisions will be made with regard to curriculum needs and financial circumstances.

Decisions regarding remuneration for posts will be made in accordance with the school's Pay Policy.

2. Statutory Requirements

The policy draws from the statutory guidance for schools and colleges 'Keeping Children Safe in Education' DfE (2021) document. The School will ensure that the statutory requirements for those engaged in management roles will be upheld.

Requirements will change from time to time and this policy will be updated accordingly.

3. Equal Opportunities

The Governors of the school will abide by the existing legislation and, in particular, will not discriminate on the ground of any of the protected characteristics listed in the Equality Act (2010), these being:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The governing body will promote equality in all aspects of school life, including in regard to the recruitment of staff.

4. Identifying of Recruiters

The School will ensure that the Headteacher, at least one Deputy Head and School Business Manager have successfully completed accredited training in safer recruitment procedures. In line with the requirements, one person on any appointment panel will have undertaken safer recruitment training.

5. Advertising and Inviting Applications

Advertisements for posts whether in newspapers, journals or online will include the following statement:

“Woodlane High School is committed to safeguarding and promoting the welfare of children and young people and expects its entire staff to share this commitment. All post-holders will be required to hold an Enhanced Disclosure from the Disclosure & Barring Service (DBS).”

5.2. Prospective applicants will be supplied, as a minimum, the following:

- Job description
- Selection Criteria
- The school’s Safer Recruitment Policy (this document)
- The most recent Ofsted report
- Induction Policy
- Equal Opportunities Policy Statement
- Hammersmith & Fulham application form

5.3. Advertisements for teaching posts will usually be placed on a suitable national website and the LA website.

5.4. Advertisements for support staff posts will usually be placed on a suitable national website and the LA website.

5.5. In cases where a member of staff is employed on a fixed term contract for a post which then becomes available as a permanent post, that member of staff may be offered the permanent post following an internal recruitment process, without further advertising subject to approval by Governors.

5.6. For temporary posts, such as those to cover maternity leave, the post may be filled by long term agency staff, or and in some cases through advertisement on LA and national websites.

5.7. Where staff are invited to take on a management or leadership responsibility for a fixed term in an acting capacity, the acting post will be advertised internally, or externally on suitable national websites.

5.8. Advertisements will specify: the main subjects to be taught and/or the nature of any leadership allowance; the start date of the appointment, and whether the post is permanent or fixed term and, in the case of fixed term contracts, the end date of the contract. Remuneration for the post will be expressed in terms of the applicable pay scales and the closing date for applications will also be stated.

6. Applications

6.1. Prospective applicants will respond to the advertisement by requesting or downloading further information and an application pack from the school office. The application form will be returned to the school by the specified closing date accompanied by a supporting letter. Other forms of curriculum vitae are not acceptable in place of a completed application form.

6.2. Applications received after the published closing date will not be considered unless there is clear evidence that the late receipt of the application has been caused by a postal delay or similar. Such evidence would generally be an application with franking showing that it was posted first class at least one day before the published closing date. Applicants are advised to submit their applications by e-mail to avoid late arrival.

7. Short-Listing and References

7.1. Short-listing will take place against the personal specification for the post. Where possible, references will be sought prior to interview so that any discrepancies can be probed during interview. The short list will be compiled by a similar panel to that involved in long-listing.

7.2. References will be sought directly from the referees for successful candidates and references or testimonials provided by the candidate will never be accepted.

7.3. Candidates are required to provide a referee from their most recent employer without exception.

7.4. Referees may be contacted by telephone or e-mail in order to clarify any anomalies or discrepancies. A detailed written note will be kept of such exchanges.

7.5. If a teaching candidate is not currently employed as a teacher, checks will be made with their most recent school, college or local authority to confirm details of their employment and the reasons for leaving, this also applies to support staff candidates.

7.6. Referees will be asked to complete the school reference request form which asks for confirmation of:

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

7.7. School employees are entitled to see and receive, if requested, copies of their employment references. Any reference produced by a member of staff at Woodlane High School, for another colleague or ex colleague, must be forwarded to the Headteacher for consideration and approval prior to issue and will be kept on a central file.

8. The Selection Process

8.1. Selection techniques will be determined by the nature and duties of the vacant post. Teaching staff will be required, in all circumstances, to give a demonstration lesson in front of school staff. Support staff will be required to complete a suitable task. Leadership posts will require the candidates to undertake a series of tasks and possibly a series of panel interviews.

8.2. In all circumstances, candidates that are successful in the initial phase of selection, will be required to attend an interview. Unsuccessful candidates will not be retained for interview.

8.3. Interviews will always be face-to-face. In rare circumstances, e.g. if the prospective candidate is abroad or there are medical reasons, e.g. a pandemic, this may be conducted via a visual electronic link. The school uses Microsoft Teams for this. Telephone interviews may be used at the short-listing stage but are not an alternative to face-to-face contact.

8.4. Candidates will always be required to:

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

9. Employment Checks

All successful applicants are required to:

- provide proof of identity (e.g. passport; driving licence photocard);
- complete a DBS disclosure application and receive satisfactory clearance;

- obtain a barred list check if the individual will start work in regulated activity before the DBS certificate is available;
- complete a confidential health questionnaire to verify the candidate's mental and physical fitness to carry out their work responsibilities;
- provide actual certificates of professional qualifications (teaching staff or where required);
- provide proof of address (e.g. recent utility bill, bank or credit card statement); and
- provide proof of eligibility to live and work in the UK.

10. Confirming the appointment

Documentation will be checked by a member of staff suitably trained in safer recruitment processes.

10.1. The final offer of employment will be subject to:

- a satisfactory enhanced DBS including barred list check;
- verification of the person's right to work in the UK;
- a check that the candidate is not subject to a prohibition order using the NCTL Teacher Services;
- a satisfactory EEA check using the NCTL Teacher Services' for individuals who have lived or worked outside the UK;
- receipt of a satisfactory health check questionnaire;
- receipt of final, satisfactory references from previous employers; and
- verification of professional qualifications as appropriate.

The school reserves the right not to proceed with, or to terminate employment with immediate effect if the DBS checks reveals convictions which have not been declared on the application form or if any of the documents referred to in section 9 have been falsified in any way.

11. Induction

11.1. All staff who are new to the school will receive full induction training that will include the school's safeguarding policies and guidance on safe working practices. Staff will be required to read and demonstrate understanding of the Staff Code of Conduct and the school's Safeguarding & Child Protection Policy.

11.2. Staff will also be required to read, and confirm that they have read and understood part one of the most recent edition of 'Keeping Children Safe in Education'.

11.3. Staff will also be required to complete Safeguarding in Education training, which will include training on the PREVENT duty and other training relevant to them on the first days of appointment.

11.4. Regular meetings will be held during the first three months of employment between the new employees and the appropriate line manager. Regular line management and appraisal meetings will continue throughout employment.