



GLASTONBURY THORN SCHOOL

'Every day getting better in every way'

Safer Recruitment Policy

Origin	GTS
Committee	Full Governing Body
Date policy approved	November 2022
Responsibility for Review	Headteacher
Date policy reviewed	June 2026
Date for next review	June 2027

Revision History			
Version	Date	Author	Summary of Changes
1	September 2022	J Cursley	Revised policy
2	October 2022	J Cursley	Policy rewritten
3	July 2023	T Redman J Cursley	Updated following KCSIE 2023
4	Spring 2025	J Cursley	No changes
5	September 2025	T Redman	Update following KCSIE 2025, EYFS update

6	June 2026	T Redman	Crime and Policing Act 2026 , WT 2026 updates
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This policy should be read in conjunction with:

- Child Protection Policy

Recruitment and selection process

To make sure we recruit suitable people, we will ensure that those involved in the recruitment and employment of staff to work with children have received appropriate safer recruitment training.

We have put the following steps in place during our recruitment and selection process to ensure we are committed to safeguarding and promoting the welfare of children.

EYFS and KCSIE reinforce that the purpose of this policy is to ensure that any staff employed are checked thoroughly to ensure that they do not present a risk to children. The aim is to deter inappropriate people from applying for a role with us and implementing checks and references to check on their previous history working with children. We are mindful that this does not remove the risk completely but will serve to deter most unsuitable people.

Advertising

When advertising roles, we will make clear:

- › Our school's commitment to safeguarding and promoting the welfare of children
- › That safeguarding checks, including an online search will be undertaken
- › The safeguarding requirements and responsibilities of the role, such as the extent to which the role will involve contact with children
- › Whether or not the role is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. If the role is exempt, certain spent convictions and cautions are 'protected', so they do not need to be disclosed, and if they are disclosed, we cannot take them into account
- › Additional checks that will be undertaken such as prohibition checks, barred list check, overseas checks, fitness to work, authority to work in the UK, references
- › Any appointment is dependent on acceptable checks being received. Staff may not start employment until these have been received and checked

Application forms

Our application forms will:

- › Include a statement that we take safeguarding seriously and will check on applicants' motivation to work with children.
- › Include a statement saying that it is an offence to apply for the role if an applicant is barred from engaging in regulated activity relevant to children (where the role involves this type of regulated activity)
- › Include a copy of, or link to, our child protection and safeguarding policy and our policy on the employment of ex-offenders
- › Include notifying applicants that they will be expected to complete a criminal disclosure form (subject to protected and filtered offences), overseas checks (if relevant), right to work as well as checks on qualifications, if they are shortlisted.
- › Shortlisted candidates will be made aware that we undertake an online search, they will be given the opportunity to respond to any concerns identified at the interview.
- › Shortlisted candidates will be made aware that we carry out DBS checks and barred list checks for those in regulated activity.

Shortlisting

Our shortlisting process will involve at least 2 people and will:

- › Consider any inconsistencies and look for gaps in employment and reasons given for them
- › Explore all potential concerns

Once we have shortlisted candidates, we will ask shortlisted candidates to:

- › Complete a self-declaration of their criminal record or any information that would make them unsuitable to work with children, so that they have the opportunity to share relevant information and discuss it at interview stage. The information we will ask for includes:
 - If they have a criminal history (excluding filtered or protected offences)
 - Whether they are included on the barred list
 - Whether they are prohibited from teaching
 - Information about any criminal offences committed in any country in line with the law as applicable in England and Wales
 - Any relevant overseas information
- › Sign a declaration confirming the information they have provided is true (resign at interview)

We will also carry out an online search on shortlisted candidates to help identify any incidents or issues that are publicly available online (following DfE guidance). At interview they will be given the opportunity to discuss anything found. We will risk assess any criminal disclosures or information found in online searches. The information will be considered in relation to the information given and judged against the safety of children. The safety of children is always our first priority

Seeking references and checking employment history

Offers of employment are always conditional, subject to appropriate references and checks coming back

We will obtain references before interview for teachers. Non-teaching posts, we will seek permission from candidates to seek references before interview. Any concerns raised will be explored further with referees and taken up with the candidate at interview or after if not available at this point.

When seeking references we will:

- › Not accept open references
- › Check any electronic references for validity.
- › Liaise directly with referees and verify any information contained within references with the referees
- › Ensure any references are from the candidate's current employer and completed by a senior person. Where the referee is school based, we will ask for the reference to be confirmed by the headteacher/principal as accurate in respect to disciplinary investigations
- › Obtain verification of the candidate's most recent relevant period of employment if they are not currently employed
- › Secure a reference from the relevant employer from the last time the candidate worked with children if they are not currently working with children
- › Compare the information on the application form with that in the reference and take up any inconsistencies with the candidate
- › Resolve any concerns before any appointment is confirmed
- › All electronic references will be verified to ensure they have come from a relevant organisation
- › In the event of a reference not being returned, candidates may be asked for an alternative, this will be backed up by a risk assessment.

No applicant can commence employment until satisfactory references have been returned and checked.

Interview and selection

When interviewing candidates, we will:

- Probe any gaps in employment, or where the candidate has changed employment or location frequently, and ask candidates to explain this
- Explore any potential areas of concern to determine the candidate's suitability to work with children
- Record all information considered and decisions made

Pre-appointment vetting checks

We will record all information on the checks carried out in the school's single central record (SCR). Copies of these checks, where appropriate, will be held in individuals' personnel files. We follow requirements and best practice in retaining copies of these checks, as set out below.

New staff

All offers of appointment will be conditional until satisfactory completion of the necessary pre-employment checks. When appointing new staff, we will:

- Verify their identity – Two identity documents must be sought, one must be an original birth certificate
- Check any name changes that they have had from birth via documentation (birth certificate, marriage certificate, divorce certificate, deed poll changing name) All names must be included on DBS check.
- Obtain (via the applicant) an enhanced DBS certificate, including barred list information for those who will be engaging in regulated activity (see definition below). We will obtain the certificate before they commence work including when using the DBS update service. We will not keep a copy of the certificate for longer than 6 months, but when the copy is destroyed we will still keep a record of the fact that vetting took place, the result of the check, any risk assessment and recruitment decision taken
- Obtain a separate barred list check if they will start work in regulated activity before the DBS certificate is available.
- Verify their mental and physical fitness to carry out their work responsibilities
- Verify their right to work in the UK. We will keep a copy of this verification for the duration of the member of staff's employment and for 2 years afterwards
- Verify their professional qualifications, as appropriate (including Early Years qualification checks)
- Ensure they are not subject to a prohibition order if they are employed to be a teacher on the Department of Education website
- Carry out further additional checks or request that they apply for, as appropriate, on candidates who have lived or worked outside of the UK. These could include, where available:
 - For all staff, including teaching positions: [criminal records checks for overseas applicants](#)
 - For teaching positions: obtaining a letter from the professional regulating authority in the country where the applicant has worked, confirming that they have not imposed any sanctions or restrictions on that person, and/or are aware of any reason why that person may be unsuitable to teach

We will ensure that appropriate checks are carried out to ensure that individuals are not disqualified under the 2018 Childcare Disqualification Regulations and Childcare Act 2006. Where we take a decision that an individual falls outside of the scope of these regulations and we do not carry out such checks, we will retain a record of our assessment on the individual's personnel file. This will include our evaluation of any risks and control measures put in place, and any advice sought.

Regulated activity means a person who will be:

- Responsible, on a regular basis in a school or college, for teaching, training, instructing, caring for or supervising children; or

- › Carrying out paid, or unsupervised unpaid, work regularly in a school or college where that work provides an opportunity for contact with children; or
- › Engaging in intimate or personal care or overnight activity, even if this happens only once and regardless of whether they are supervised or not

Existing staff

In certain circumstances we will carry out all the relevant checks on existing staff as if the individual was a new member of staff. These circumstances are when:

- › There are concerns about an existing member of staff's suitability to work with children; or
- › An individual moves from a post that is not regulated activity to one that is; or
- › There has been a break in service of 12 weeks or more
- › An increase in responsibility (ie taking on a safeguarding role, year head role)
- › They reveal additional names they have been know by

We will refer to the DBS and TRA anyone who has harmed, or poses a risk of harm, to a child or vulnerable adult where:

- › We believe the individual has engaged in [relevant conduct](#); or
- › We believe the individual has received a caution or conviction for a relevant (automatic barring either with or without the right to make representations) offence, under the [Safeguarding Vulnerable Groups Act 2006 \(Prescribed Criteria and Miscellaneous Provisions\) Regulations 2009](#); or
- › We believe the 'harm test' is satisfied in respect of the individual (i.e. they may harm a child or vulnerable adult or put them at risk of harm); and
- › The individual has been removed from working in regulated activity (paid or unpaid) or would have been removed if they had not left

Agency and third-party staff

We will obtain written notification from any agency or third-party organisation that it has carried out the necessary safer recruitment checks that we would otherwise perform. We will also check that the person presenting themselves for work is the same person on whom the checks have been made and undertake an induction, that includes safeguarding information and the name of the DSL team members.

Contractors

We will ensure that any contractor, or any employee of the contractor, who is to work at the school has had the appropriate level of DBS check (this includes contractors who are provided through a PFI or similar contract). This will be:

- › An enhanced DBS check with barred list information for contractors engaging in regulated activity
- › An enhanced DBS check, not including barred list information, for all other contractors who are not in regulated activity but whose work provides them with an opportunity for regular contact with children

We will obtain the DBS check for self-employed contractors.

We will not keep copies of such checks for longer than 6 months.

Contractors who have not had any checks will not be allowed to work unsupervised or engage in regulated activity under any circumstances.

We will check the identity of all contractors and their staff on arrival at the school.

For self-employed contractors such as music teachers or sports coaches, we will ensure that appropriate checks are carried out by the music co-op or supply agency to ensure that individuals meet requirements This will include our evaluation of any risks and control measures put in place, and any advice sought.

Trainee/student teachers

Where applicants for initial teacher training are salaried by us, we will ensure that all necessary checks are carried out.

Where trainee teachers are fee-funded, we will obtain written confirmation from the training provider that necessary checks have been carried out and that the trainee has been judged by the provider to be suitable to work with children.

Volunteers

We will:

- › Never leave an unchecked volunteer unsupervised or allow them to work in regulated activity
- › Obtain an enhanced DBS check with barred list information for all volunteers who are working in regulated activity
- › Carry out a risk assessment when deciding whether to seek an enhanced DBS check without barred list information for any volunteers not engaging in regulated activity. We will retain a record of this risk assessment

Governors

All governors will have an enhanced DBS check without barred list information.

They will have an enhanced DBS check with barred list information if working in regulated activity.

All governors will also have a section 128 check (as a section 128 direction disqualifies an individual from being a maintained school governor). Checked on Department of Education website.

- › Right to work in the UK
- › Other checks deemed necessary if they have lived or worked outside the UK

Staff working in alternative provision settings

Where we place a pupil with an alternative provision provider, we obtain written confirmation from the provider that they have carried out the appropriate safeguarding checks on individuals working there that we would otherwise perform.

Adults who supervise pupils on work experience

When organising work experience, we will ensure that policies and procedures are in place to protect children from harm.

We will also consider whether it is necessary for barred list checks to be carried out on the individuals who supervise a pupil under 16 on work experience. This will depend on the specific circumstances of the work experience, including the nature of the supervision, the frequency of the activity being supervised, and whether the work is regulated activity.

Work Experience

It is the responsibility of the placing college or school to ensure that relevant checks have been undertaken. The school must have written confirmation of this.

The school should also seek confirmation that there is nothing known about the student which might make it unsuitable for the student to be working with children. We have to consider the safety of our students and the risk a placement may be to them.

Any Early Years students and trainees are required to have Paediatric first aid (PFA) training in order for them to be included in ratios. They can then be included at the level below their level of study. They cannot undertake intimate care duties

Pupils staying with host families

Where the school makes arrangements for pupils to be provided with care and accommodation by a host family to which they are not related (for example, during a foreign exchange visit), we will request enhanced DBS checks with barred list information on those people.

Where the school is organising such hosting arrangements overseas and host families cannot be checked in the same way, we will work with our partner schools abroad to ensure that similar assurances are undertaken prior to the visit.

Commented [TR1]: Only applies to those working from home environment