

Safer Recruitment Policy

1. Safer Recruitment Policy Statement

anzuk Education is committed to creating a culture that safeguards and promotes the welfare of children and adults at risk. In order to achieve this culture, we adopt robust recruitment procedures that deter and prevent people who are unsuitable to work with children from applying for or securing employment.

2. Scope of the policy

This policy applies to anyone engaged by anzuk Education including our directors, staff, contractors and any work placement/volunteers.

All prospective applicants will be supplied with copies of the Safeguarding Policy, Allegation Policy, Safeguarding Children Policy, Safeguarding Children and Adults at risk Policy, Whistleblowing Policy and Code of Conduct.

3. Related Policies

This policy should be read alongside the following policies:

- anzuk Education Safeguarding Policy – England (updated Nov 2023)
- anzuk Education Safeguarding Policy – Wales (updated Nov 2023)
- anzuk Education Allegations Policy
- anzuk Education Complaints Policy
- anzuk Education Whistleblowing Policy
- Keeping children Safe in Education 2023 (England)

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

- Keeping learners Safe 2022 (Wales)

<https://www.gov.wales/keeping-learners-safe>

4. Roles & Responsibilities

anzuk Education will:

- Prevent people who pose a risk of harm from working with children by having effective policies and procedures in place for the recruitment of staff and volunteers in accordance with the DfE guidance, Keeping Children Safe in Education 2023 (KCSIE) (as updated from time to time) and any guidance or code of practice published by the Disclosure and Barring Services (DBS);
- Ensure that it meets its commitment to safeguarding and promoting the welfare of children and young people by carrying out all necessary pre-employment checks.

5. Recruitment and Selection Process

All those involved with the recruitment and employment of staff to work with children will be trained to a recognised standard in safer recruitment.

anzuk Education ensures at least one person who conducts an interview has completed training in safer recruitment.

Safer Recruitment Policy

5.1 Recruitment Training

- All staff involved with recruiting and selecting staff (including contractors) and / or volunteers are trained in child safeguarding and the requirements and behaviours required to ensure safe and fair recruitment.
- This training includes the principles and procedures set out in this policy.

5.2. Recruitment procedures

Recruitment advertising includes a role description including the qualities and standards required in the successful candidate, and details of the checking procedures to be carried out.

5.3 Application/Registration Forms

All roles advertised by anzuk Education will include (in the application form or elsewhere) the following statement:

“anzuk Education is committed to safeguarding children and young people. All post holders are subject to a satisfactory Disclosure and Barring Service (DBS) check. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.”

anzuk Education will also ensure that all prospective applicants provide the following:

- personal details, current and former names, current address and national insurance number;
- details of their present (or last) employment and reason for leaving;
- full employment history, (since leaving school, including education, employment and voluntary work) including reasons for any gaps in employment. This may be detailed on curriculum vitae;
- qualifications, the awarding body and date of award;
- details of referees/references

anzuk Education does not accept curriculum vitae in place of application forms, the 2 documents are used in conjunction with each other.

5.4 Shortlisting

In order to ensure that candidates have the opportunity to share relevant information and allow for this to be discussed at interview stage before the DBS certificate is received, all 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.

anzuk education will ensure the following:

- that at least two people carry out the shortlisting exercise.
- that reasons are given for any inconsistencies and for gaps in employment and reasons given for them;
and
- all potential concerns are explored.

5.5 Employment history and references

All offers of employment made by anzuk Education will be subject to the receipt of a minimum of two written professional references, this will include from the most recent assignments.

Safer Recruitment Policy

anzuk education follows strict standards and therefore will:

- not accept open references e.g. to whom it may concern;
- not rely on applicants to obtain their references;
- ensure any references from the candidate's current employer have been completed by a senior person with appropriate authority (if the referee is school or college based, the reference should be confirmed by the headteacher/principal as accurate in respect to disciplinary investigations);
- obtain verification of the individual's most recent relevant period of employment where the applicant is not currently employed;
- secure a reference from the relevant employer from the last time the applicant worked with children (if not currently working with children), if the applicant has never worked with children, then secure a reference from their current employer;
- always verify any information with the person who provided the reference;
- ensure electronic references originate from a legitimate source;
- contact referees to clarify content where information is vague or insufficient information is provided; and
- compare the information on the application form with that in the reference and take up any discrepancies with the candidate.
- establish the reason for the candidate leaving their current or most recent post, and,
- ensure any concerns are resolved satisfactorily before appointment is confirmed.

5.6. Employment selection

anzuk Education uses a range of selection techniques to identify the most suitable person for posts. All interview questions will include:

- finding out what attracted the candidate to the post being applied for and their motivation for working with children;
- exploring their skills and asking for examples of experience of working with children which are relevant to the role; and
- probing any gaps in employment or where the candidate has changed employment or location frequently, asking about the reasons for this.

All information considered in decision making will be clearly recorded along with decisions made.

5.7. Pre-appointment vetting checks

anzuk Education completes all the following legal pre-employment checks when appointing an individual to engage in regulated activity in relation to children:

- Identity check (including being aware of any name changes);
- An overseas police check (if relevant);
- Enhanced DBS check via the applicant (including children's barred list information);
- Verification of medical fitness;
- Verification of the candidate's right to work in the UK; and
- Verification of professional qualifications via the Teaching Regulation Agency (TRA) Employer Access Service

Date of Policy: 01/11/2023

This policy will be reviewed every 12 months.

Review date: 01/11/2024