



Pebble Brook School
Churchill Avenue
Aylesbury
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Tel 01296 415761

"Bringing out the Best in Everyone"

Safer Recruitment, Induction and Probation Period

Following the procedures for Safer Recruitment in Education (TES 2022) the following applies at Pebble Brook.

Deter, Reject, Prevent, Observe and Supervise.

Planning for Recruitment.

We use website, word of mouth, temp to perm and recruitment organisations eg local bulletin/TES.

In all cases, anyone who wishes to join our staff must receive the following:-

- Job description
- Person specification
- Application form
- Copy of our Safeguarding guide for visitors.
- Equality and diversity policy and monitoring form.

Our safeguarding guide fulfils our commitment to ensuring that any new candidate clearly understands that safeguarding is a priority in our school.

Reviewing application

This will be carried out by two separate groups who then meet to agree if each case is going through to interview.

Any concerns that require immediate reporting will be discussed at this point.

Any inconsistencies or gaps are discussed here and will result in rejection or a commitment to explore at interview.

Pebble Brook commits to carrying out background social media checks on each candidate. Decisions on next steps will depend on what is discovered.

Two references must be taken at this point. In the event of references not being received ahead of interview, candidates will be informed at interview that an appointment can only be made on receipt of appropriate references.

Interview

Questioning will follow pattern as required by the post. Gaps, inconsistencies explored and concerns will be explored at interview.

At least two questions will be direct safeguarding challenges.

office@pebblebrookschoo.com
www.pebblebrookschoo.org.uk

Head: Mr David Miller B.Ed (Hons), Dip Sp Ed, NPQH

Medical fitness can be explored at this point.

Employment

Pre employment checks:

- Disclosure and barring
- Regulated activity (all new staff and volunteers here will be taking part in a regulated activity).

Single Central Record

ID	DBS (enhanced)	Prohibition	Qualification	UK right to work	Lived or worked outside UK	Section 128	Risk Assessment	Med	Reference

Probationary Period and Induction

Induction will follow the attached document and will be carried out within two days of commencing post.

A probationary period of one month will be explained to each new starter with the emphasis on the following areas through timetabled observation, discussion and training:-

- Safeguarding and child protection. Is the person demonstrating a full knowledge and understanding of procedure as well as a commitment to the school's culture and ethos of protecting children.
- Equality and diversity training and discussion
- Promotion of fundamental British values.
- Understanding of all elements of PREVENT and FGM
- Final meeting date one month after start date.

Equality and Diversity

The following are the relevant objectives from our equality statement.

1. To promote cultural understanding and awareness, valuing and celebrating various cultures and religious beliefs amongst different ethnic groups within our school community

Who? All students, staff and governors

How? Day to day ethos of the school. Our curriculum. Specialised groups eg 'girls group'. Assemblies. Family involvement (open days, celebrations, FoPBS). Linking to local community groups eg Islamic Centre, Community Café

2. To ensure accessibility across the school for students, staff and visitors with disabilities.

Who? School leadership and governors

How? What are the barriers to individuals we know or potential new students and visitors? Identifying the barriers means we can remove them for current community and future school students and staff. We have an issue with a staircase that is the only access to five classrooms on an upper floor. New plans for school development eliminate this issue. Our current approach is to adapt according to individual need.

3. To provide role-models for all students, ensuring diversity in the staff body, visiting speakers and in leadership roles

Who? School leaders and governors

How? Actively recruit across our whole community. Encourage applications from all backgrounds. Demonstrate to potential staff, visitors or professionals that we do promote equality and diversity through the evidence on our documentation, on our website and on experiences within the school.

Spring 2023