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Directors' Meeting
11 December 2023

Review
Resources Committee



SAFER RECRUITMENT & SELECTION POLICY and PROCEDURE

THE TRUST MISSION STATEMENT

*Inspired by the life of Christ we provide an exceptional education in our Catholic schools
which enables our children:*

- to fully embrace all possibilities
- to flourish
- to develop their faith

and therefore to choose a path that enables them to be a positive influence upon our world.

'Prepare the Way' The Gospel of St Mark 1:3

St John the Baptist Catholic Multi Academy Trust
Company No: 7913261
Registered Office: Surrey Street, Norwich NR1 3PB



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Safer Recruitment & Selection Policy and Procedure

1. Introduction

- 1.1 The Trustees of St John the Baptist Catholic Multi Academy Trust ('the Trust') and each school's Local Governing Body are **committed to safeguarding and promoting the welfare of children and young people and require all staff and volunteers to demonstrate this commitment in every aspect of their work.**
- 1.2 The appointment of all employees will be made on merit and in accordance with the provisions of Employment Law, the Department for Education's statutory guidance '[Keeping Children Safe in Education](#)' and the Trust's Equality and Diversity policy.
- 1.3 The Trust's Board and the Local Governing Body of each school will ensure that people are treated solely on the basis of their abilities and potential, regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, age, gender, gender reassignment, marital status, sexual orientation, disability, socio-economic background, or any other inappropriate distinction or protected characteristic.
- 1.4 The Trust's Board and the Local Governing Body of each school will comply with the requirements of [Keeping Children Safe in Education](#) Part 3 with regard to Disclosure and Barring Service (DBS) and other pre-employment checks.

2. Delegation of Appointments and Constitution of Appointments Panels

- 2.1 The Trust's Board and through it the Local Governing Body delegates the power to offer employment for all posts below the level of Headteacher to the Headteacher. Note that the Headteacher role also includes positions designated as Executive Headteacher or Head of School if appropriate. The Headteacher may not delegate the offer of employment to any other senior manager or Governor.
- 2.2 The Headteacher is expected to involve at least one Governor in the appointment to all senior positions in the school (for instance Deputy Headteacher, Assistant Headteacher and other leadership positions). It is not necessary to have a Governor involved in appointments to less senior school positions.
- 2.3 In the case of appointments to Headteacher, Executive Headteacher and Head of School positions the Trust's Board and through it the Local Governing Body delegates the power to offer employment for all posts to the Chief Executive Officer (CEO). The CEO may not delegate the offer of employment to any other senior manager, Trustee or governor.
- 2.4 For appointments to Headteacher, Executive Headteacher and Head of School positions the CEO is expected to involve Trustees and school Governors in accordance with the Trust's Scheme of Delegation.

- 2.5 In the case of appointment to the Trust's Executive the Trust's Board delegates the power to offer employment for all posts below the level of CEO to the CEO. The CEO may not delegate the offer of employment to any other senior manager, Trustee or governor.
- 2.6 The Trust's Board appoints the CEO. This authority may not be delegated.
- 2.7 Selection panels will comprise a minimum of two people (normally three). In accordance with the statutory requirement, every selection panel will have at least one member who has undertaken Safer Recruitment Training.

3. Advertising

- 3.1 All vacant posts will be advertised to ensure equality of opportunity and encourage as wide a field of candidates as possible. This will normally mean placing an advertisement externally. However, where there is a reasonable expectation that there are sufficient, suitably qualified internal candidates, or if staff are at risk of redundancy, vacancies may be advertised internally before, or instead of external advertisement.

4. Information for Applicants

All applicants for all vacant posts will be provided with:

- 4.1 A job description outlining the duties of the post and an indication of where the post fits into the organisational structure of the school. A person specification may also be provided.
- 4.2 A Catholic Education Service (CES) Application Form. Curriculum Vitae (CVs) will not be accepted.
- 4.3 An Information pack containing:
 - a description of the school relevant to the vacant post.
 - reference to the MAT's policy on Equality and Diversity.
 - reference to the Child Protection/Safeguarding Policy.
 - DBS and other pre-employment requirements.
 - a statement that canvassing any member of staff, or member of the Governing Body or Board of Trustees, directly or indirectly, is prohibited and will be considered a disqualification.
 - the closing date for the receipt of applications.
 - outline of terms of employment including salary.

5. Short Listing and Reference Requests

- 5.1 The selection panel will use an agreed short listing form. The criteria for selection will be consistently applied to all applicants. The selection panel will agree the candidates to be called for interview.
- 5.2 The selection panel will take up at least two references on each short listed candidate. If a candidate for a post working with children is not currently employed as a teacher, a reference will be sought from the most recent

employment working with children to confirm details of their employment and their reasons for leaving where applicable.

- 5.3 Reference requests will ask the referee to confirm:
- the referee's relationship with the candidate;
 - details of the applicant's current post and salary;
 - performance history and conduct;
 - any disciplinary action involving the safety and welfare of children, including any in which the sanction has expired;
 - details of any substantiated allegations or concerns relating to the safety and welfare of children;
 - whether the referee has any reservations as to the candidate's suitability to work with children. If so, the school will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.
- 5.4 References are the "property" of the selection panel and strict confidentiality will be observed. Employer testimonials or 'bearer references' i.e. those provided by the candidate and/or marked 'to whom it may concern' will not be accepted. References must be in writing and be specific to the job for which the candidate has applied. The selection panel will not accept references from relatives or people writing solely in the capacity as a friend of the candidate for any post. References will be verified and any discrepancies will be discussed with the candidate at interview.
- 5.5 If the field of applicants is felt to be weak the post may be re-advertised.
- 5.6 If the Trust or its schools require additional guidance at any stage of the recruitment and selection process they should contact the Trust's preferred HR Provider for advice.

6. Interviews

- 6.1 The format, style and duration of the interviews are matters for the Headteacher to decide in consultation with any Governors involved in the process, (or, in the case of Headteacher or Trust Executive appointments, for the CEO to decide in consultation with any Governors or Trustees involved in the process), but the following will be adhered to:
- 6.1.1 Briefing:
All candidates will be given relevant information about the school and/or the Trust to enable the candidate to make further enquiries about the suitability of the advertised job.
- 6.1.2 The formal interview:
Before the interviews the selection panel will agree on the interview format. The questions asked will be aimed at obtaining evidence of how each candidate meets the requirement of the job description and the person specification and each candidate will be assessed against all of the criteria for the post. The same areas of questioning will be covered for each applicant and no questions which would discriminate directly or indirectly on protected characteristics under the Equality Act 2010 will be asked. The selection process for every post, will include exploration of the candidate's understanding of child safeguarding

issues. The interview will also include a discussion of any convictions, cautions or pending prosecutions, other than those protected, that the candidate has declared and are relevant to the prospective employment.

6.2 The recruitment documentation will be retained for six months from the date of interview for all applications whether appointed or not. Under the Data Protection Act 2018, applicants have the right to request access to notes written about them during the recruitment process. After 6 months all information about unsuccessful candidates will be securely destroyed.

7. Offer of Employment by the Selection Panel

7.1 The offer of employment by the selection panel and acceptance by the candidate is binding on both parties subject to verification of right to work in the UK, qualifications requirements, satisfactory DBS Enhanced Disclosure, teacher prohibition and barred list checks, pre-employment medical screening and satisfactory references. The successful candidate will be informed, normally by offer letter, that the appointment is subject to satisfactory completion of these checks.

8. Recruitment of ex-offenders

8.1 The Trust is aware of its responsibility under the Police Act 1997 not to discriminate applicants based on their criminal record. The school will only ask an individual to provide details of convictions and cautions that the school is legally entitled to consider when recruiting candidates.

8.2 The school selects all candidates for interview based on their skills, qualifications, and experience. All job application forms, job adverts and recruitment briefs that require a DBS check will outline that an application for a DBS certificate will be submitted for all candidates once they have been offered the position.

8.3 During the recruitment process, the school will ensure that a discussion between the recruitment panel and Headteacher takes place to evaluate any offences or other matters relevant to the position. Candidates will be informed that failure to reveal any information which is directly related to the post could result in withdrawal of an offer of employment. Any DBS certificates that reveal criminal information will be discussed with the individual, and their eligibility for the position will be reviewed. All applicants will be able to access the Trust's Safer Recruitment & Selection Policy online.

9. Personnel file and Single Central Record

9.1 Recruitment and selection information for the successful candidate will be retained securely and confidentially for the duration of his/her employment with the school including:

- application form – signed by the applicant
- interview notes – including explanation of any gaps in the employment history
- references – minimum of 2
- proof of identity

- proof of right to work in the UK
- proof of relevant academic qualifications
- Certificate of Good Conduct (where applicable)
- evidence of medical clearance from the Occupational Health service
- evidence of DBS clearance, Barred List and Teacher Prohibition checks
- offer of employment letter and signed contract of employment

9.2 Each school will maintain a Single Central Record of employment checks in accordance with [Keeping Children Safe in Education](#).

10. Start of Employment and Induction

10.1 The pre-employment checks listed in paragraph 7.1 above must be completed before the employee starts work. Exceptions will only be made in circumstances where a risk assessment has been undertaken. Exceptions will never be made in the case of the Barred List and Teacher Prohibition checks.

10.2 All new employees will be provided with an induction programme which will cover all relevant matters of school policy but in particular safeguarding and promoting the welfare of children.

Appendix 1 – Employment & Recruitment Checklist

Step	Key points	Check
Identifying a vacancy		
1	Ensure you are up to date with the Trust's Safer Recruitment and Selection policy	
2	Reassess the post using the job description and person specification – is it still required? Does it need to be changed? If a support staff job does it needs to be re-graded.	
3	Plan the recruitment exercise – Who should be involved? At least one individual must have undertaken safer recruitment training.	
Recruitment advertising		
4	The advert, job description and person specification must contain all necessary information including the schools' commitment to safeguarding and promoting the welfare of children. It should also make clear the need for an enhanced DBS check with barred list check (child) and a Childcare (Disqualification) Regulations check where applicable.	
5	Adverts should be sent to the Preferred HR Provider	
6	Ensure the candidate information pack contains all the required information about the school, role, recruitment timetable, safeguarding statement and application form.	
Applications		
7	Applicants should use CES application forms rather than CV's.	
Shortlisting		
8	Candidates should be shortlisted systematically against the person specification for the job. A shortlisting record should be kept and any gaps in information noted.	
9	If an applicant with a disability meets all of the essential criteria, they should be interviewed. Reasonable adjustments should also be made throughout the recruitment process.	
References		
10	Two satisfactory references should be sought directly from the referee, prior to interview and must be in writing. One of these references should be from their most recent employer. If a candidate for a teaching post is not currently employed as a teacher it is also advisable to check with their last educational establishment to confirm details of their employment and reasons for leaving. For safeguarding purposes, every reference request should ask certain questions regarding an applicant's suitability to work with children and young people.	
11	Once received references should be checked to ensure they answer the specific questions asked to a satisfactory level.	

Interviewing		
12	Interview questions should focus on the key areas of the job description and person specification and address any gaps in information. At least one member of the interview panel should be trained as mentioned in step 3.	
13	Safer recruitment questions should be included at interview.	
14	Ensure a written record of the interview is kept and candidates answers are probed where needed to gain the necessary information	
15	When candidates arrive for interview ensure all relevant documentation (as specified in your interview letter) is photocopied in support of their application process.	
Offer of appointment		
16	<p>Once a verbal offer of appointment has been made it must be followed up with a written offer letter. This letter should include the enclosures listed below.</p> <ul style="list-style-type: none"> - Pre employment health screening questionnaire - Payment of salary - Evidence of entitlement to work in the UK form (<i>if not already completed</i>) - Diversity declaration form - Emergency contact details form - Starter checklist form-available from the HMRC website - Local Government Pension Scheme booklet including Form SR95 for support staff - Childcare (disqualification) regulations declaration form (<i>only include if the post is relevant to the regulations</i>) 	
17	Ensure that the verbal offer and offer letter makes it clear that the offer of appointment is conditional based on satisfactory pre-employment checks (see step 21)	
18	Once an offer has been made and accepted the online DBS application form should be submitted. Any unsatisfactory checks, or discrepancies in the information provided, should be followed up	
19	Complete the appointment notification form and send to HR (using the contact information on the appointment notification form), along with any enclosures required by the HR provider.	
20	Ensure that all pre-employment checks have been completed and returned prior to the employee starting employment. If they have not been received certain safeguards must be followed before the employee can start	
21	Complete the school's single central record with the appropriate information	
22	Feedback to unsuccessful candidates as soon as possible	

Induction		
23	Ensure the new employee is properly equipped to work well and clarity regarding child safeguarding arrangements is provided at the earliest opportunity. Supervision should also be comprehensive.	
Record keeping		
24	Recruitment and selection information should be kept for 6 months for unsuccessful candidates and for the successful candidate(s) information should be kept on the school's employee file, together with a copy of the statement of particulars, confirming the terms and conditions of appointment, for the term of the employment plus 7 years.	
Further help and support		
25	Should you require any additional guidance at any stage of this recruitment and selection process please do not hesitate to contact our preferred HR Provider – currently EPM	