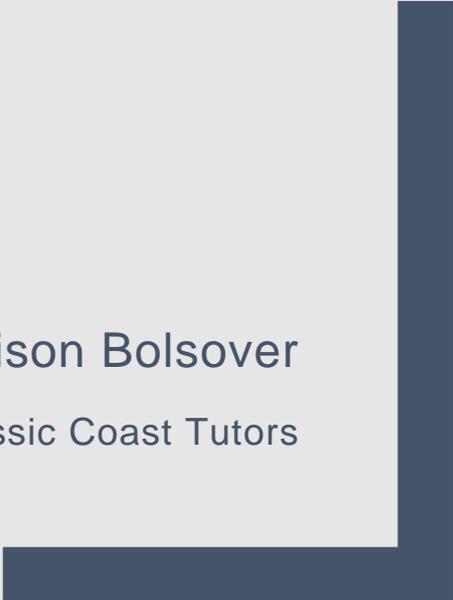




(Linking Recruitment, Safeguarding Children and
Disclosure Barring Service)

SAFER RECRUITMENT POLICY

Alison Bolsover
Jurassic Coast Tutors



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1 Introduction

1.1 This policy applies to all Independent Tutors (Tutor / Tutors) and operations of the Jurassic Coast Tutors (JCT), and to all its workforce and volunteers.

1.2 In this policy, 'we', 'us' and 'our' means Jurassic Coast Tutors.

1.3 Also, in this policy, "tutor", "tutors", "owner", and "owners" means Staff.

1.4 This policy has been developed to embed safer recruitment practices and procedures throughout Jurassic Coast Tutors and to support the creation of a safer culture by reinforcing the safeguarding and well-being of children and young people in our care. This policy complies with guidance outlined in the Department for Education's [Keeping Children Safe in Education 2019](#).

1.5 This policy reinforces the expected conduct outlined in our Staff Code of Conduct as well as our Whistleblowing Procedure, which all tutors are expected to be familiar with. All successful candidates for tutor positions will be made aware of these documents.

1.6 This policy is an essential element in creating and maintaining a safe and supportive environment for all students, tutors and others within Jurassic Coast Tutors and aims to ensure both safe and fair recruitment and selection of all tutors by:

1.6.1 attracting the best possible candidates / volunteers to vacancies

1.6.2 deterring prospective candidates / volunteers who are unsuitable from applying for vacancies

1.6.3 identifying and rejecting those candidates / volunteers who are unsuitable to work with children and young people

1.7 We are committed to using procedures that deal effectively with those adults who fail to comply with our safeguarding and child protection procedures and practices.

2 Existing Staff

2.1 If we have concerns about an existing staff's suitability to work with children, we will carry out all the relevant checks as if the individual was a new member of staff.

We will also do this if an individual moves from a post that is not regulated activity to one that is.

2.2 We will refer to the [Disclosure and Barring Service](#) (DBS) anyone who has harmed, or poses a risk of harm, to a child or vulnerable adult where:

2.2.1 We believe the individual has engaged in [relevant conduct](#); or

2.2.2 The individual has received a caution or conviction for a relevant offence, or there is reason to believe the individual has committed a listed relevant offence, under the [Safeguarding Vulnerable Groups Act 2006 \(Prescribed Criteria and Miscellaneous Provisions\) Regulations 2009](#); or

2.2.3 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

2.2.4 The individual has been removed from working in regulated activity (paid or unpaid) or would have been removed if they had not left.

2.3 We will also refer to the DBS of a staff member following a disciplinary investigation, who is dismissed or resigns because of misconduct towards a student and we may refer any concerns we have before the completion of this process.

2.4 As an employer we are under a duty to refer any allegation of abuse against a member of staff to the Local Authority Designated Officer (LADO) within one working day of the allegation being made. A referral will be made if a staff member has:

2.4.1 Behaved in a way that has harmed a child or may have harmed a child.

2.4.2 Possibly committed a criminal offence against or related to a child.

2.4.3 Behaved towards a child or children in a way that indicates he or she would pose a risk of harm if they work regularly or closely with children.

3 Roles and Responsibilities

3.1 Jurassic Coast Tutors will:

3.1.1 Ensure we have effective policies and procedures in place for the safe and fair recruitment and selection of staff and volunteers in

accordance with Department for Education guidance and legal requirements.

3.1.2 Monitor our compliance with them.

3.1.3 Ensure that appropriate staff and governors have completed safer recruitment training (and repeat this every 5 years).

3.2 The owners will:

3.2.1 Ensure that all schools and operations of Jurassic Coast Tutors operate safe and fair recruitment and selection procedures which are regularly reviewed and updated to reflect any changes to legislation and statutory guidance.

3.2.2 Ensure that all appropriate checks have been carried out on staff and volunteers within Jurassic Coast Tutors.

3.2.3 Monitor any contractors and agencies compliance with this document.

3.3 promote the safety and well-being of children and young people at every stage of this process.

4 Inviting Applications

4.1 All advertisements for posts of regulated activity, paid or unpaid, will include the following statement;

4.1.1 *“Jurassic Coast Tutors is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment. All post holders in regulated activity are subject to appropriate vetting procedures and a satisfactory “Disclosure and Barring Service (DBS) Enhanced Check”.*

4.2 Advertisements for posts also make clear that staff will be expected to promote fundamental British values.

4.3 All applicants will receive website links for the following when applying for a post:

4.3.1 A statement of our commitment to ensuring the safety and well-being of the pupils.

4.3.2 Job description and person specification.

4.3.3 The Safeguarding and Child Protection Policy, appropriate to the school or operation where the post is based.

4.3.4 The selection procedure for the post.

4.3.5 Our Whistleblowing Procedure.

4.3.6 An application form.

4.3.7 Copy of our Code of Conduct.

4.4 Prospective applicants must complete, in full, and return a signed application form. Incomplete application forms will be returned to the applicant where the deadline for completed forms has not passed.

4.5 We will ask for written information about previous employment history and check that information is not contradictory or incomplete.

4.6 Candidates submitting an application form completed online will be asked to sign the form if called for interview.

4.7 A curriculum vitae will not be accepted in place of a completed application form.

5 Identification of the Recruitment Team

5.1 Alison Bolsover covers all recruitment of staff and uses Safer Recruitment techniques to ensure that all applicants are suitable to work with children.

6 Shortlisting and References

6.1 Candidates will be short listed against the person specification for the post.

6.2 We will seek references on all short-listed candidates, including internal candidates, normally before interview. We will scrutinise these and resolve any concerns before confirming appointments. The references requested will ask specific questions about the suitability of the applicant to work with children. Two references, one of which must be from the applicant's current/most recent employer where possible, will be taken up before the selection stage so that any discrepancies may be probed during this stage of the procedure (note references should come from the head of the previous organisation, not a colleague).

6.3 References will be sought directly from the referees and, where necessary, will be contacted to clarify any anomalies or discrepancies. Detailed written records will

be kept of such exchanges. Where possible references will be requested in advance of interview.

6.4 Where necessary, previous employers who have not been named as referees may be contacted in order to clarify any such anomalies or discrepancies. Detailed written records will be kept of such exchanges.

6.5 Referees will be asked specific questions about the following:

- 6.5.1 The candidate's suitability to work with children and young people.
- 6.5.2 Any substantiated allegations.
- 6.5.3 Any disciplinary warnings, including time-expired warnings, relating to the safeguarding of children and young people.
- 6.5.4 The candidate's suitability for the post, including the candidate's ability and willingness to promote fundamental British values.

6.6 Reference requests will include the following:

- 6.6.1 Applicants current post and salary.
- 6.6.2 Disciplinary record.

6.7 All appointments are subject to satisfactory references, vetting procedures and DBS clearance.

7 Invitation to Interview

7.1 Candidates called to interview will receive:

- 7.1.1 A letter confirming the interview and any other selection techniques.
- 7.1.2 Details of the interview day including details of the panel members.
- 7.1.3 Further copy of the person specification.
- 7.1.4 Details of any tasks to be undertaken as part of the interview process.
- 7.1.5 The opportunity to discuss the process prior to the interview.

7.2 Candidates called to interview will be asked to provide proof of identity and relevant qualifications for DBS checking provided by JCT. Original documents requested are:

- 7.2.1 Passport,
- 7.2.2 Birth Certificate,
- 7.2.3 Driving Licence,
- 7.2.4 Marriage Certificate (if appropriate),
- 7.2.5 Utility Bill or Bank Statement (issued in the last three months),
- 7.2.6 Relevant qualifications.

8 The Selection Process

8.1 Selection techniques will be determined by the nature and duties of the post, but all vacancies will require an interview of short-listed candidates.

8.2 Interviews will either be face-to-face or Zoom video call. Interviews may include additional interview techniques such as observation or exercises.

8.3 Candidates will be required to:

- 8.3.1 Explain any gaps in employment.
- 8.3.2 Explain satisfactorily any anomalies or discrepancies in the information available to the recruitment team.
- 8.3.3 Declare any information that is likely to appear on the DBS disclosure.
- 8.3.4 Demonstrate their ability to safeguard and protect the welfare of children and young people and their ability and willingness to promote fundamental British values.

9 Employment Checks

9.1 An offer of appointment will be conditional, and all successful candidates will be required to:

- 9.1.1 Verify their identity.

- 9.1.2 Obtain (via the applicant) an enhanced Disclosure and Barring Service (DBS) certificate, including barred list information for those who will be engaging in regulated activity (see definition below). We will not keep a copy of this for longer than 6 months.
 - 9.1.3 Obtain a separate barred list check if they will start work in regulated activity before the DBS certificate is available.
 - 9.1.4 Verify their mental and physical fitness to carry out their work responsibilities.
 - 9.1.5 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.
 - 9.1.6 Verify their professional qualifications, as appropriate.
 - 9.1.7 Ensure they are not subject to a prohibition order if they are employed to be a teacher.
- 9.2 Further additional checks will be carried out, as appropriate, on candidates who have lived or worked outside of the UK, including (where relevant):
- 9.2.1 Any teacher sanctions or restrictions imposed by a European Economic Area professional regulating authority.
 - 9.2.2 Criminal records check or their equivalent overseas police check for any individual who within the last five years has lived or worked outside the United Kingdom, whether they are a British citizen or not.

However, five years is a guide and we may carry out any further checks that we think appropriate so that any relevant events that occurred outside the UK can be considered.

- 9.3 We will check that candidates taking up a management position are not subject to a prohibition from management (known as a Section 128 Check) direction made by the secretary of state. This check applies to:
- 9.3.1 CEO and any central post on the Executive Team and senior leadership team; and
 - 9.3.2 We will assess on a case by case basis whether the check should be carried out when appointments are made to teaching and support roles which carry additional responsibilities.

9.3.3 It also applies to appointments to Jurassic Coast Tutors' Leadership.

9.4 The relevant information is contained in the enhanced DBS disclosure certificate (which we obtain for all posts that amount to regulated activity). We will use this method to obtain this important information.

9.5 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](#).

9.6 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.

9.7 "Regulated activity" means a person who will be:

9.7.1 Responsible, on a regular basis in a Trust setting, for teaching, training, instructing, caring for or supervising children; or

9.7.2 Carrying out paid, or unsupervised unpaid, work regularly in a JCT setting where that work provides an opportunity for contact with children, both online and in person; or

9.7.3 Engaging in intimate or personal care or overnight activity, even if this happens only once and regardless of whether they are supervised or not.

9.8 All checks will be:

9.8.1 Confirmed in writing.

9.8.2 Documented and retained on the personnel file.

9.8.3 Recorded on our Single Central Record.

9.8.4 Followed up if they are unsatisfactory or if there are any discrepancies in the information received.

9.9 Employment will commence subject to all checks and procedures being satisfactorily completed.

10 Induction

10.1 All staff and volunteers who are new to Jurassic Coast Tutors will receive information on the Safeguarding and Child Protection Policies appropriate to the tuition services or operations where they will be based, and procedures and guidance on safe working practices which would include guidance on acceptable conduct / behaviour. These expectations will form part of new staff members' induction training.

10.2 All successful candidates will undergo a period of induction and will:

10.2.1 Meet regularly with their induction tutor or their line manager.

10.2.2 Attend appropriate training including generalised child protection training.

11 Volunteers

11.1 We will:

11.1.1 Never leave an unchecked volunteer unsupervised or allow them to work in regulated activity.

11.1.2 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.

11.1.3 Obtain an enhanced DBS check with barred list information for all volunteers who are new to working in "regulated" activity.

11.1.4 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 decide 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. This will include our evaluation of any risks and control measures put in place, and any advice sought.

12 Contractors

- 12.1 We will ensure that any contractor, or any employee of the contractor, who is to work within any Jurassic Coast Tutors setting has had the appropriate level of DBS check. This will be:
- 12.1.1 An enhanced DBS check with barred list information for contractors engaging in regulated activity.
 - 12.1.2 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.
- 12.2 We will obtain the DBS check for self-employed contractors.
- 12.3 We will not keep copies of such checks for longer than 6 months.
- 12.4 Contractors who have not had any checks will not be allowed to work unsupervised or engage in regulated activity under any circumstances.
- 12.5 We will check the identity of all contractors and their staff on arrival at Trust premises.
- 12.6 For self-employed contractors such as independent tutors, 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](#).
- 12.7 Where we decide 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. This will include our evaluation of any risks and control measures put in place, and any advice sought.