

The Pointer School Safer Recruitment Policy

As a school that promotes itself as Christian in both belief and practice it takes very seriously its commitment to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

In this context it is vital that the School applies recruitment and selection procedures that identify people who are unsuited to work with children. The measures described in this policy should be applied in relation to everyone who has sole responsibility for the care of children for any length of time and, at the discretion of Mr Higgins, those who regularly come into contact with children in a supporting or voluntary capacity.

This Safer Recruitment Policy and Child Protection Policy draws upon the recent DCSF guidance *Safeguarding Children and Safer Recruitment in Education* (2007). Other key documents are: *Working Together to Safeguard Children* (2006).

Aims

1. To help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them by having appropriate procedures for appointing staff.
2. To operate such procedures consistently and thoroughly while obtaining, collating, analysing and evaluating information from and about applicants.
3. To seek to secure an ongoing safe and secure environment for children by ensuring all staff are suitably trained in recognising and responding to signs of abuse.

Recruitment Procedures

In order to ensure safer recruitment we will:

1. Ensure that when a post is advertised the advertisement makes clear the School's commitment to safeguarding and promoting the welfare of children.
2. Ensure that the advert makes reference to the responsibility for safeguarding and promoting the welfare of children and young people.
3. Ensure that the candidates are aware that the appointment of new staff includes specific reference to suitability to work with children.
4. Obtain and scrutinise a C.V. and obtain comprehensive information from applicants.
5. Obtain independent professional and character references that answer specific questions to help assess an applicant's suitability to work with children and follow up any concerns.
6. Conduct a face to face interview with Mr Higgins who will explore the candidate's suitability to work with children as well as his/her suitability for the post.
7. Verify the successful candidate's identity.

8. Verify, where necessary, that the successful applicant has all the academic or vocational qualifications claimed
9. Check his/her previous employment history and experience.
10. Verify that s/he has the health and physical capacity for the job.
11. Conduct the mandatory check list of List 99 and/or the Protection of Children Act (PoCA) List and an enhanced disclosure criminal record check via the CRB (Note: a List 99 check is required prior to the commencement of employment if no valid CRB from a previous school is available and assuming there has not been a break in service greater than three months).
12. Ensure new staff are familiarised with our Child Protection Policies and Safer Working Practices. – all new staff are expected to attend “Safeguarding Children” – A Basic Induction by Greenwich Safeguarding Children’s Board. All existing staff have already attended the basic course.
13. It is the current practice of The Pointer School to invite successful candidates to teach for at least half a day. This gives the Headmaster and relevant staff the opportunity to verify the practical (as well as the theoretical) abilities of the candidate.
14. All new staff will be placed on a 6 month period of probation. Within this period of time there is a notice period of one week on either side.