## Safer Recruitment Policy

## For

**The Courtyard Preschool**



**Our commitment:**

 **…The Courtyard Preschool……**will provide a caring supportive environment where all learners can achieve. We will promote high standards in all areas, through a creative, exciting, challenging curriculum and opportunities which meet the needs of all. We will guide and support children to make good choices and to develop the skills and attitudes that will prepare them for adult life.

Through engagement with local, national and worldwide communities and issues, our children will learn to become responsible 21st century citizens. We will take pride in all that we do and celebrate both success and effort.

**Preschool Aims**

**We will** provide a range of exciting and challenging experiences which enable our children to become effective, independent learners and to prepare them for adult life.

**We will** promote responsible citizenship, built on respect for ourselves and others, through active links with the local and wider community.

**We will** promote high standards of physical, emotional and mental health and well-being among our preschool.

**We will** promote the spiritual, moral, social and cultural development of children

**DDA (Disability, discrimination, attitude) Statement**

**At Courtyard preschool**  we will;

* Promote equality of opportunity between disabled person and other person.
* Eliminate discrimination that is unlawful under the Act.
* Eliminate harassment of disabled children that is related to their disabilities.
* Promote positive attitudes towards disabled people.
* Encourage participation by disabled persons in public life.
* Take steps to account of disabled persons’ disabilities, even where that involves treating disabled persons more favourably than other persons.

**Model Safer Recruitment Policy for Schools and Settings**

1. **Introduction**
	1. This policy has been developed to embed safer recruitment practices and procedures throughout…**Courtyard…preschool** 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 “Keeping Children Safe in Education (April 2019)” and will be ratified by the manager in **September 2019** and will be reviewed in **September 2020**.
	2. This policy reinforces the expected conduct outlined in the planned Code of Conduct for Staff as well as the preschool’s Whistle Blowing Policy with which all staff are

 expected to be familiar with. All successful candidates for paid or volunteer employment will be made aware of these documents.

* 1. This policy is an essential element in creating and maintaining a safe and

 supportive environment for all children, staff and others within the setting

 and aims to ensure both safe and fair recruitment and selection of all staff and volunteers by:

* attracting the best possible candidates/volunteers to vacancies
* deterring prospective candidates/volunteers who are unsuitable from applying for vacancies
* identifying and rejecting those candidates/volunteers who are unsuitable to work

 with children and young people

**The Courtyard preschool** is committed to using procedures that deal

 effectively with those adults who fail to comply with the setting’s safeguarding and

 child protection procedures and practices.

1.5 As an employer we are under a duty to refer any allegation of abuse against a member of staff to the Designated Officer for the local authority (LADO) within one working day of the allegation being made. A referral will be made if a member of staff or the manager (including volunteers) has:

* behaved in a way that has harmed a child, or may have harmed a child
* possibly committed a criminal offence against or related to a child
* 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

* 1. As an employer we are under a duty to refer to the Disclosure and Barring Service

 (DBS), any member of staff who, following disciplinary investigation, is dismissed or resigns because of misconduct towards a child and we may refer any concerns we have before the completion of this process.

**2. Roles and Responsibilities**

2.1 The Manager of the setting will:

* ensure the school has 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

* monitor the preschool’s compliance with them
* ensure that appropriate staff have completed safer recruitment training

 (and repeat this every 5 years)

2.2 The Manager will:

* ensure that the preschool operates safe and fair recruitment and selection procedures

 which are regularly reviewed and up-dated to reflect any changes to legislation and statutory guidance

* ensure that all appropriate checks have been carried out on staff and volunteers in the school
* monitor any contractors and agencies compliance with this document
* promote the safety and well-being of children at every stage of this process

**3. Inviting Applications**

3.1 All advertisements for posts of regulated activity, paid or unpaid, will include the

 following statement;

 **The Courtyard Preschool** is committed to safeguarding children . All post holders in regulated activity are subject to appropriate vetting procedures and a satisfactory “Disclosure and Barring Service Enhanced check”.

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

3.2. All applicants will receive a pack containing the following when applying for a post:

* A statement of the setting’s commitment to ensuring the safety and well-being of the children
* Job description and person specification
* The preschool’s Safeguarding Policy
* The preschool’s Safer Recruitment Policy
* The preschools whistleblowing policy
* An application form
* Copy of the Preschool’s Code of Conduct

3.3 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.

3.4. Candidates submitting an application form completed on line will be asked to sign

 the form if called for interview.

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

**4. Identification of the Recruitment Panel**

4.1 At least one member of the senior staff will have successfully

 completed training in safer recruitment within the last 5 years

 **5. Shortlisting and References**

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

5.2 Two references, one of which must be from the applicant’s current/most recent

 employer where possible, will be taken up after the interview but before any job offer (note references should come from the head of the previous organisation, not a colleague).

5.3 References will be sought directly from the referee, and where necessary, will be

 contacted to clarify any anomalies or discrepancies. Detailed written records will

 be kept of such exchanges.

5.4 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.

5.5 Referees will be asked specific questions about the following:

* The candidate’s suitability to work with children and young people
* Any substantiated allegations
* Any disciplinary warnings, including time-expired warnings, relating to the

 Safeguarding of children and young people

* The candidate’s suitability for the post, including the candidates ability and willingness to promote fundamental British values.

5.6 Reference requests will include the following:

* Applicants current post and salary
* Sickness record
* Attendance record
* Disciplinary record

5.7 All appointments are subject to satisfactory references, vetting procedures and

 DBS clearance.

**6. Invitation to Interview**

6.1 Candidates called to interview will receive:

* A letter confirming the interview
* Details of the interview day including details of the panel members
* Further copy of the person specification
* Details of any tasks to be undertaken as part of the interview process
* The opportunity to discuss the process prior to the interview
* Be asked to provide proof of identity

**7. The Selection Process**

7.1 Selection techniques will be determined by the nature and duties of the post

 but all vacancies will require an interview of short-listed candidates.

7.2 Interviews will always be face-to-face and may include additional interview techniques such as observation or exercises.

7.3 Candidates will be required to:

* Explain any gaps in employment
* Explain satisfactorily any anomalies or discrepancies in the information available to the panel
* Declare any information that is likely to appear on the DBS disclosure
* Demonstrate their ability to safeguard and protect the welfare of children.

**8. Employment Checks**

8.1 An offer of appointment will be conditional and all successful candidates will be

 required to:

* Provide proof of identity
* Complete an enhanced DBS application and receive satisfactory clearance
* Provide proof of professional status
* Provide actual certificates of qualifications
* Provide proof of eligibility to live and work in the UK
* Complete a disqualification by association form
* 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

8.2 All checks will be:

* Confirmed in writing
* Documented and retained on the personnel file
* Recorded on the preschools Central Record
* Followed up if they are unsatisfactory or if there are any discrepancies in the

 information received.

8.3 Employment will commence subject to all checks and procedures being

 satisfactorily completed.

**9**. **Induction**

9.1 All staff and volunteers who are new to the setting will receive information on the setting’s safeguarding policy 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.

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

* Meet regularly with the manager
* Attend appropriate training including generalist child protection training

**10. Supply Staff**

10.1 **The Courtyard Preschool** will only use those agencies which operate a

 Safer Recruitment Policy and supply written confirmation that all relevant checks

 have been satisfactorily completed. Any information disclosed as part of the DBS

 check will be treated confidentially. These agencies should be able to demonstrate

 that their staff have received appropriate safeguarding training.

**10.2.** The Courtyard Preschoolwill carry out identity checks when the

 individual arrives at preschool.

**This policy will be ratified by the Manager and will be reviewed in**

**…………………September 2016…………………………………………**

**Signed …………………………………………………..**

**Dated …………………………………………………….**