

Safer Recruitment Policy

Our Mission Statement

Story Group 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 pupils 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 pupils we teach will learn to become responsible 21st century citizens. We will take pride in all that we do and celebrate both success and effort in every setting/event we attend.

Story Group Aims

- **We will** provide a range of exciting and challenging experiences which will enable pupils 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 school community.
- **We will** promote the spiritual, moral, social and cultural development of pupils and through this promote fundamental British values.

At Storyy Group we will:

- Promote equality of opportunity between disabled person and other person
- Eliminate discrimination that is unlawful under the Act.
- Eliminate harassment of disabled pupils 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.
- Promote fundamental British values.

1. Introduction

- 1.1 This policy has been developed to embed safer recruitment practices and procedures throughout Storyy Group 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"
- 1.2 This policy reinforces the expected conduct outlined in the Code of Conduct for Staff as well as the school'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.
- 1.3 This policy is an essential element in creating and maintaining a safe and supportive environment for all pupils, staff and others within the school community and aims to ensure both safe and fair recruitment and selection of all staff and volunteers by:

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- 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

1.4 **Storyy Group** is committed to using procedures that deal effectively with those adults who fail to comply with the school'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 teacher or member of staff (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.

1.6 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 pupil and we may refer any concerns we have before the completion of this process.

2 **Roles and Responsibilities**

2.1 **The Management of Storyy Group will:**

- Ensure Storyy Group 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 Storyy Group's compliance with them.
- Ensure that appropriate staff have completed safer recruitment training (and repeat this every 5 years)

2.2 **The Supervisors will:**

- Ensure that Storyy Group operates safe and fair recruitment and selection procedures which are regularly reviewed and updated to reflect any changes to legislation and statutory guidance
- Ensure that all appropriate checks have been carried out on staff and volunteers in Storyy Group
- Promote the safety and well-being of children and young people 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 statements:

- Storyy Group is committed to safeguarding children and young people. 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.

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

- A statement of Storyy Group's commitment to ensuring the safety and well-being of the pupils
- Job description and person specification
- Storyy Group Safeguarding Policy
- Storyy Group's Safer Recruitment Policy
- The selection procedure for the post
- An application form.

Copy of Storyy Group 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 online 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 Selection and Recruitment Panel 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 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)

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. Where possible references will be requested in advance of interview.

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 candidate's ability and willingness to promote fundamental British values.

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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 and any other selection techniques.
- 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 and young people and their ability and willingness to promote fundamental British values

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.
- Complete a confidential health questionnaire.
- Provide proof of eligibility to live and work in the UK.
- 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
- Prohibition order checks on all new teaching staff
- Disqualification check on all staff employed to work in early years, breakfast or after school clubs

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8.2 All checks will be:

- Confirmed in writing.
- Documented and retained on the personnel file.
- 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.

DBS procedure

All permanent, temporary and casual employees, and to any other third parties engaged in work for or on behalf of the Storyy Group are required to have an Enhanced DBS. If they are signed up to the DBS Update Service then employees are required to provide their DBS number to enable relevant checks via the Update service.

If individuals are not signed up to the Update service then an Enhanced DBS will be requested upon appointment. A DBS risk assessment is carried out with all new staff awaiting a DBS to assess the risks of allowing them to start work at Storyy Group prior to the check being received or where a DBS certificate shows relevant convictions or any other relevant information.

The Operations Manager will undertake the risk assessment with individuals and assess what risks, if any, the individual may pose due to any previous convictions.

Before staff can be left alone with any students, be involved in toileting duties or carry out any work independently staff must have a DBS issued in the last two years or be on the Update service and have a satisfactory DBS risk assessment plus at least one suitable reference from the most recent employer.

9. Induction

9.1 All staff and volunteers who are new to Storyy Group will receive information on Storyy Group'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 their buddy mentor.
- OR**
- Meet regularly with their line manager.
 - Attend appropriate training including generalist child protection training.

10. Supply Staff

10.1 **Storyy Group** 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

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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. **Storyy Group** will carry out identity checks when the individual arrives at their provision.

11. **Peripatetic Staff**

Storyy Group will require that all necessary checks and DBS requirements have been satisfactorily completed for peripatetic staff.

12. **Volunteers**

Due to the nature of the children, we work with Storyy Group will not offer a volunteer-based work experience unless all necessary checks and DBS requirements have been satisfactorily completed before hand.

Reviewed by Natalie Lee – 06/07/2023

Next review – 06/07/2024