



Safer Recruitment Policy

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1. Introduction

The safe recruitment of staff in schools is the first step to safeguarding and promoting the welfare of children in education, which Rowan Education is fully committed to. As an employer, the School also expects all staff, support agencies and volunteers to share this commitment.

2. Aims and Objectives

The aims of this policy are to help deter, reject, or identify people who might abuse students or are otherwise unsuited to working with children, by having robust procedures for appointing staff.

The aims of the School's recruitment policy are as follows:

- To ensure that the best possible staff are recruited, on the basis of their merits, abilities and suitability for the position in question.
- To ensure that all job applicants are considered equally and consistently.
- To ensure that no job applicant is treated unfairly on any grounds including race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital or civil partner status, disability, age or any other protected characteristic.
- To ensure compliance with all relevant legislation, recommendations and guidance including the statutory guidance published by the Department for Education (DfE), [Keeping Children Safe in Education 2025 - \(KCSIE\)](#), the [Prevent Duty Guidance for England and Wales 2023 \(the Prevent Duty Guidance\)](#) and any guidance or [code of practice](#) published by the Disclosure and Barring Service (DBS)
- To ensure that Rowan Education meets its commitment to safeguarding and promoting the welfare of children and young people by carrying out all necessary pre-employment checks.

Employees involved in the recruitment and selection of staff are responsible for familiarising themselves and complying with the provisions of this policy.

The School has a principle of open competition in its approach to recruitment and will seek to recruit the best applicant for the job. The recruitment and selection process should ensure the identification of the person best suited to the job at the school based on the applicant's abilities, qualification, experience, and merit as measured against the job description and person specification.

The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance (including KCSIE 2022 and Prevent Duty Guidance).

If a member of staff involved in the recruitment process has a close personal or familial relationship with an applicant, they must declare it as soon as they are aware of the individual's application and avoid any involvement in the recruitment, selection, and decision-making process.

We aim to operate this procedure consistently and thoroughly while obtaining, collating, analysing and evaluating information from and about applicants applying for job vacancies.

3. Roles and Responsibilities

It is the responsibility of the governing body to:

- Ensure the school has effective policies and procedures in place for recruitment of all staff and volunteers in accordance with DfE guidance and legal requirements.
- Monitor the School's compliance with them.

It is the responsibility of the Head, Business Manager and other members of the Senior Leadership Team (SLT) involved in recruitment to:

- Ensure that the School operates safe recruitment procedures and ensures all appropriate checks are carried out on all staff and volunteers who work at the School.
- Monitor contractors' and agencies' compliance with this document.
- Promote welfare of children and young people at every stage of the procedure.

The governing body has delegated responsibility to the Head to lead in all appointments. School governors may be involved in staff appointments, but the final decision will rest with the Head.

4. Definition of Regulated Activity and Frequency

Any position undertaken at or on behalf of the School will be considered a 'regulated activity' if it is carried out:

- Frequently, meaning once a week or more;
- Satisfies the 'period condition', meaning four times or more in a 30-day period;
- Provides the opportunity for contact with children.

Roles that are carried out on an unpaid/voluntary basis will only amount to regulated activity if, in addition to the above, they are carried out on an unsupervised basis.

Rowan Education is not permitted to check the [Children's Barred List](#) unless an individual will be engaging in 'regulated activity'. The School is required to carry out an enhanced DBS check for all staff, supply staff and governors who will be engaging in regulated activity. However, the School also reserves the right to undertake an enhanced DBS check on a person who would be carrying out regulated activity but for the fact that they do not carry out their duties frequently enough, i.e. roles which would amount to regulated activity if carried out more frequently.

5. Recruitment and Selection Procedure

5.1 Advertising

The school will generally advertise vacant posts to encourage as wide a field of applicant as possible (on website etc.), and this may necessitate an external advertisement.

Any advertisement will make clear the school's commitment to safeguarding and promoting the welfare of children.

All documentation relating to applicants will be treated confidentially in accordance

with the [Data Protection Act \(DPA18\)](#).

5.2 Application Forms

Rowan Education has its own application form containing questions about the academic and full employment history and the suitability of an applicant for the role in question (in addition all applicants are required to account for any gaps or discrepancies in employment history). All applicants for employment will be required to complete this.

The application form will include the applicant's declaration regarding convictions and working with children, and will make it clear that the post is exempt from the provisions of the [Rehabilitation of Offenders Act 1974](#).

Please note, applicant CVs will not be accepted by Rowan Education without a supporting completed application form.

It is unlawful for Rowan Education to employ anyone who is barred from working with children. It is a criminal offence for any person who is barred from working with children to apply for a position at the School. All applicants will be made aware that providing false information is an offence and could result in the application being rejected, or summary dismissal if the applicant has been selected, and referral to the police and/or the DBS.

5.3 Job Descriptions and Person Specifications

A job description is a key document in the recruitment process and must be finalised prior to taking any other steps in the process. It will clearly and accurately set out the duties and responsibilities of the job role.

The person specification is of equal importance and informs the selection decision. It details the skills, experience, abilities, and expertise that are required to do the job. The person specification will include a specific reference to suitability to work with children in a special school environment.

5.4 References

References for short-listed applicants will be sent for immediately after short-listing. The only exception is where an applicant has indicated on their application form that they do not wish their current employer to be contacted at that stage. In such cases, this reference will be taken up immediately after interview.

Normally, offers of employment will be subject to the receipt of two references which are considered satisfactory by the School. One of the references must be from the applicant's current or most recent employer. If the current/most recent employment does/did not involve work with children, then the second reference should be from the employer with whom the applicant most recently worked with children. The referee should not be a relative. References will always be sought and obtained directly from the referee and their purpose is to provide objective and factual information to support appointment decisions.

All referees will be asked whether they believe the applicant is suitable for the job for which they have applied and whether they have any reason to believe

that the applicant is unsuitable to work with children. Referees will also be asked whether there have been any safeguarding concerns in relation to the person.

Please note that no questions will be asked about health or medical fitness prior to any offer of employment being made.

Any discrepancies or anomalies will be followed up. Direct contact by phone will be undertaken with each referee to verify the reference.

The School does not accept open references, testimonials or references from relatives.

5.5 Interviews

There will be a face-to-face interview wherever possible, and a minimum of two interviewers will see the applicants for the vacant position. The interview process will explore the applicant's ability to carry out the job description and meet the person specification. It will enable the panel to explore any anomalies or gaps in employment that have been identified in order to satisfy themselves that the chosen applicant can meet the safeguarding criteria (in line with Safer Recruitment Training).

Any information relating to past disciplinary action or allegations, cautions or convictions will be discussed and considered in the circumstance of the individual case during the interview process, if it has been disclosed on the application form.

At least one member of any interviewing panel will have undertaken safer recruitment training or refresher training as applicable.

The following staff have undertaken safer recruitment training:

Staff Member	Role	Provider
Helen Hockaday	Head	TES Educare
Chris Hockaday	Business Manager	TES Educare

All applicants who are invited to an interview will be required to bring evidence of their identity, address and qualifications. Original documents will only be accepted, and photocopies will be taken. Unsuccessful applicant documents will be destroyed 6 months after the recruitment programme.

6. Offer of Appointment and New Employee Process

6.1 Pre-Employment Checks

In accordance with the recommendations set out in KCSIE 2024 the School carries out a number of pre-employment checks in respect of all prospective employees.

If it is decided to make an offer of employment following the formal interview, any such offer will be conditional on the following:

- The agreement of a mutually acceptable start date and the signing of a contract incorporating the School's standard terms and conditions of employment;
- Verification of the applicant's identity (if not previously been verified);
- The receipt of at least one reference (which must be from the applicant's most recent employer, if previously employed) which the School considers to be satisfactory;

For positions which involve 'teaching work':

- The School ensuring the applicant is not, and has never been, the subject of a sanction, restriction or prohibition issued by the [Teaching Regulation Agency](#) (formerly National College for Teaching and Leadership), or any

predecessor or successor body, or by a regulator of the teaching profession in any other country which prevents the applicant working at the School or which, in the School's opinion, renders the applicant unsuitable to work at the School;

- The School being satisfied that the applicant is not, and has never been, the subject of any proceedings before a professional conduct panel or equivalent body in the UK or any other country for any reason which prevents the applicant working at the School or which, in the School's opinion, renders the applicant unsuitable to work at the School;
- Where the position amounts to 'regulated activity' the receipt of an enhanced disclosure from the DBS which the School considers to be satisfactory,
- Where the position amounts to 'regulated activity' confirmation that the applicant is not named on the Children's Barred List,
- Confirmation that the applicant is not subject to a direction under [section 142 of the Education Act 2002](#) which prohibits, disqualifies or restricts them from providing education at a school, taking part in the management of a school or working in a position which involves regular contact with children,
- Confirmation that the applicant is not subject to a direction under [section 128 of the Education and Skills Act 2008](#) which prohibits, disqualifies or restricts them from being involved in the management of a school,
- Verification of the applicant's right to work in the UK,
- Any further checks which are necessary as a result of the applicant having lived or worked outside of the UK,
- Verification of professional qualifications which the School deems a requirement for the post, or which the applicant otherwise cites in support of their application (where not previously verified).

Whether a position amounts to 'regulated activity' must therefore be considered by the School in order to decide which checks are appropriate. It is however likely that in nearly all cases the School will be able to carry out an enhanced DBS check and a Children's Barred List check.

A personal file checklist will be used to track and audit paperwork obtained in accordance with Safer Recruitment Training. The checklist will be retained on personal files.

6.2 The Rehabilitation of Offenders Act 1974

[The Rehabilitation of Offenders Act 1974](#) does not apply to positions which involve working with or having access to students. Therefore, any convictions and cautions that would normally be considered 'SPENT' must be declared when applying for any position at Rowan Education.

6.3 DBS (Disclosure and Barring Service) Check

The School applies for an enhanced disclosure from the DBS and a check of the Children's Barred List ([now known as an Enhanced Check for Regulated Activity](#)) in respect of all positions at the School which amount to "regulated activity" as defined in the Safeguarding Vulnerable Groups Act 2006 (as amended). The purpose of carrying out an Enhanced Check for Regulated Activity is to identify whether an applicant is barred from working with children by inclusion on the Children's Barred List and to obtain other relevant suitability information.

Members of staff at Rowan Education are aware of their obligation to inform the Head of any cautions or convictions that arise between these checks taking place.

DBS checks will still be requested for applicants with recent periods of overseas residence and those with little or no previous UK residence.

6.4 Portability of DBS Certificates Checks

Staff may wish to join the DBS Update Service if they are likely to require another check in the future. Applicants may sign up to the Service for a fee of £13 per annum, which is payable by the applicant.

This allows for portability of a Certificate across employers. The School will:

- Obtain consent from the applicant to carry out an update search
- Confirm the Certificate matches the individual's identity
- Examine the original certificate to ensure that it is for the appropriate workforce and level of check, i.e. enhanced certificate/enhanced including barred list information.

The Update check would identify and advise whether there has been any change to the information recorded, since the initial Certificate was issued. Applicants will be able to see a full list of those organisations that have carried out a status check on their account.

6.5 DBS Certificate

The DBS no longer issue Disclosure Certificates to employers; therefore employees/applicants should bring their original Certificate to the school (for employees within 7 days of issue or applicants before they commence work or any project involving regulated activity).

Dealing with convictions

The School operates a formal procedure if a DBS Certificate is returned with details of convictions. Consideration will be given to the Rehabilitation of Offenders Act 1974 and also:

- The nature, seriousness and relevance of the offence
- How long ago the offence occurred
- One-off or history of offences
- Changes in circumstances
- Decriminalisation and remorse.

A formal meeting will take place face-to-face to establish the facts with the Head and Chair of Governors. A decision will be made following this meeting. In the event that relevant information (whether in relation to previous convictions or otherwise) is volunteered by an applicant during the recruitment process or obtained through a disclosure check, the Head will evaluate all of the risk factors above before a position is offered or confirmed.

If an applicant wishes to dispute any information contained in a disclosure, they may do so by contacting the DBS. In cases where the applicant would otherwise be offered a position were it not for the disputed information, the School may, where practicable and at its discretion, defer a final decision about the appointment until the applicant has had a reasonable opportunity to challenge the disclosure information.

6.6 Secretary of State Prohibition Orders (Teaching & Management roles)

In all cases where an applicant is to undertake a teaching role of any kind, a [Prohibition Order check](#) will be made using the [Employer Access Online Service](#). It is anticipated that this will be performed at offer stage. A person who is prohibited from teaching must not be appointed to work as a teacher in such a setting.

Prohibition orders are made by the Secretary of State following consideration by a professional conduct panel convened by the Teaching Regulation Agency. Pending such consideration, the Secretary of State may issue an interim prohibition order if it is considered to be in the public interest to do so.

6.7 Proof of identity, Right to Work in the UK & Verification of Qualifications and/or professional status

All applicants invited to attend an interview at Rowan Education will be required to bring their identification documentation such as passport, birth certificate, driving licence etc. with them as proof of identity/eligibility to work in UK in accordance with the Immigration, [Asylum and Nationality Act 2006](#) and DBS identity checking guidelines. The School does not discriminate on the grounds of age.

Where an applicant claims to have changed their name by deed poll or any other means (e.g. marriage, adoption, statutory declaration) they will be required to provide documentary evidence of the change.

In addition, applicants must be able to demonstrate that they have actually obtained any academic or vocational qualification legally required for the position and claimed in their application form.

6.8 Medical Fitness

The School is legally required to verify the medical fitness of anyone to be appointed to a post at the School, after an offer of employment has been made but before the appointment can be confirmed.

All applicants are requested to complete a medical declaration/questionnaire and, where appropriate, a doctor's medical report may be required. This information will be reviewed against the Job Description and the Person Specification for the particular role, together with details of any other physical or mental requirements of the role.

The School is aware of its duties under the [Equality Act 2010](#). No job offer will be withdrawn without first consulting with the applicant, obtaining medical evidence and considering reasonable adjustments.

6.9 Overseas checks

The School, in accordance with the [UK Visas and Immigration \(UKVI\)](#) will, if applicable, sponsor new foreign nationals (see Certificate of Sponsorship section).

In addition, applicants who have lived/travelled abroad for more than 3 months will need to obtain a criminal records check from the relevant country. The applicant will not be permitted to commence work until the overseas information has been received and is considered satisfactory by the School.

6.10 Certificates of Sponsorship (CoS)

If an appointed applicant is a national of another country, a [CoS](#) may be required. Before any offer of employment is made, the Interviewing Managers should consult with the head teacher and chair of governors.

Criteria for issuing a CoS are:

- The job is in a “designated shortage” occupation, or
- It passes the Resident Labour Market Test (RLMT)
- The job is at NQF6 Level or above
- Minimum salary levels as stated by the UKVI are met.

In addition to the CoS the applicant must apply for entry clearance/leave to remain through the UKVI and comply with the UKVI requirements.

The process can take up to three months and staff cannot, under any circumstances, be employed until permission is given.

6.11 Induction Programme

All new employees will be given an induction programme which will clearly identify the school policies and procedures, including the Safeguarding & Child Protection Policy, the Code of Conduct, and KCSIE, and make clear the expectations indicate how staff carry out their roles and responsibilities.

Single Centralised Record of Members of Staff (SCR)

In addition to the various staff records kept in school and on individual personnel files, a single centralised record of recruitment and vetting checks is kept in accordance Keeping Children Safe in Education (KCSIE 2024). This is kept up-to-date and retained by the Business Manager at Rowan Education. The Single Centralised Record will contain details of the following: -

- All employees who are employed to work at the school,
- All employees who are employed as supply staff to the school whether employed directly or through an agency,
- All others who have been chosen by the school to work in regular contact with children. This will cover volunteers, governors, peripatetic staff and people brought into the school to provide additional teaching, instruction or therapy for students but who are not staff members.

A designated Governor will be responsible for auditing the Single Central Record and reporting their findings to the full Governing Body at each meeting. The single central record will also be audited monthly by the Head.

7. Record Retention/Data Protection

The School is legally required to undertake the above pre-employment checks. Therefore, if an applicant is successful in their application, the School will retain on their personnel file any relevant information provided as part of the application process. This will include copies of documents used to verify identity, right to work in the UK, medical fitness and qualifications. Medical information may be used to help the School to discharge its obligations as an employer, e.g. so that the School may consider reasonable adjustments if an employee suffers from a disability or to assist with any other workplace issue.

This documentation will be retained by the School for the duration of the RE Safer Recruitment Policy 2025

successful applicant's employment with the School. All information retained on employees is kept centrally in the office in a locked and secure cabinet.

The same policy applies to any suitability information obtained about volunteers involved with School activities.

Rowan Education will retain all interview notes on all unsuccessful applicants for a period of 6 months, after which time the notes will be confidentially destroyed (i.e. shredded). This retention period is in accordance with the [General Data Protection Regulations \(GDPR\) \[DPA18\]](#).

8. Ongoing Employment

Rowan Education recognises that safer recruitment and selection is not just about the start of employment but should be part of a larger policy framework for all staff. The School will therefore provide ongoing training and support for all staff, as identified through the supervision and review procedure.

8.1 Leaving Employment at Rowan Education

Despite the best efforts to recruit safely, there will be occasions when allegations of serious misconduct or abuse against children and young people are raised. This policy is primarily concerned with the promotion of safer recruitment and details the pre-employment checks that will be undertaken prior to employment being confirmed. Whilst these are pre-employment checks the School also has a legal duty to make a referral to the DBS in circumstances where an individual:

- Has applied for a position at the School despite being barred from working with children; or
- Has been removed by the School from working in regulated activity (whether paid or unpaid), or has resigned prior to being removed, because they have harmed, or pose a risk of harm to, a child.

If the individual referred to the DBS is a teacher, the School may also decide to make a referral to the [Teaching Regulation Agency](#).

9. Contractors and agency staff

Contractors engaged by the School must complete the same checks for their employees that the School is required to complete for its staff. The School requires confirmation that these checks have been completed before employees of the Contractor can commence work at the School.

Agencies who supply staff to the School must also complete the pre-employment checks which the School would otherwise complete for its staff. Again, the School requires confirmation that these checks have been completed before an individual can commence work at the School.

10. Visiting Speakers (and Prevent Duty)

[The Prevent Duty Guidance](#) requires the School to have clear protocols for ensuring that any visiting speakers are suitable and appropriately supervised. The School is not permitted to obtain a DBS disclosure or Children's Barred List information on any visiting speaker who does not engage in regulated activity at the School or perform any other regular duties for or on behalf of the School.

All visiting speakers will be subject to the School's usual visitors signing in

protocol. This will include signing in and out, the wearing of a visitor's badge at all times and being escorted by a fully-vetted member of staff between appointments.

The School will also obtain such formal or informal background information about a visiting speaker as is reasonable in the circumstances to decide whether to invite and/or permit a speaker to attend the School. In doing so, the School will always have regard to the Prevent Duty Guidance and the definition of "extremism" set out in KCSIE which states:

"Extremism' is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas. Terrorist groups very often draw on extremist ideas developed by extremist organisations."

In fulfilling its Prevent Duty obligations the School does not discriminate on the grounds of race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital or civil partner status, disability or age.

11. Volunteers

The School will request an enhanced DBS disclosure and Children's Barred List information on all volunteers undertaking regulated activity with students at or on behalf of the School (the definition of regulated activity set out above will be applied to all volunteers).

Under no circumstances will the School permit an unchecked volunteer to have unsupervised contact with students.

It is the School's policy that a new DBS certificate is required for volunteers who will engage in regulated activity but who have not been involved in any activities with the School for three consecutive months or more. Those volunteers who are likely to be involved in activities with the School on a regular basis may be required to sign up to the DBS update service as this permits the School to obtain up to date criminal records information without delay prior to each new activity in which a volunteer participates. In addition, the School will seek to obtain such further suitability information about a volunteer as it considers appropriate in the circumstances. This may include (but is not limited to the following):

- Formal or informal information provided by staff, parents and other volunteers,
- Character references from the volunteer's place of work or any other relevant source,
- An informal safer recruitment interview.

12. Monitoring and Evaluation

The Business Manager and Head will be responsible for ensuring that this policy is monitored and evaluated throughout the school. This will be undertaken through formal audits of job vacancies and a yearly Safer Recruitment Evaluation audit which will be presented to the Headteacher to report to the governing body.

13. 13 Associated Policies

All can be found as hard copies in School, as digital copies on the School website (www.rowaneducation.uk) or can be requested to be provided by email.

- [Safeguarding & Child Protection Policy](#)
- [Staff Code of Conduct](#)
- [Staff Supervision Policy](#)
- [Staff Disciplinary Policy](#)