

**Reviewed March 2023
Next Review March 2024**



Bewdley Primary School

Safer Recruitment and Selection of Staff

Bewdley Primary School is committed to safeguarding children, young people and their families and our staff and volunteers.

The welfare of the child is paramount. All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity, have the right to protection from abuse. Everything we do ensures the safety and wellbeing of the children and young people we work with, as well as that of children and young people in general.

We believe that for safeguarding and good practice to happen, we need staff and volunteers who are carefully selected, feel valued, encouraged and who are appropriately trained, managed and supported in their work. Bewdley Primary is committed to safer recruitment processes in order to achieve this.

As Regulated Activity, all staff are required to hold an Enhanced DBS certificate, including a check on the barred list for the children's workforce.

Rigorous pre-employment checks are carried out which include: -

- Identity check
- Enhanced DBS check including a Children's barred list for those engaged in regulated activity with children.
- Right to work in the UK, including EU nationals
- Further checks on people who have lived or worked outside the UK
- Anyone appointed in the position of a School Governor is also

subject to a section 128 direction made by the Secretary of State.

- All schools must check that an applicant carrying out teaching work to include Teaching Assistants (who could be qualified teachers) are not subject to a prohibition order issued by the Secretary of State or any sanction or restriction imposed (that is current) by the GTCE before abolition in March 2012.
- Verify professional qualifications – TRA (Teacher Regulation Agency) Employee Access Service should be used to verify QTS, completion of teacher induction or probation
- For Early Years posts and wrap around care for children up to 8 years old, applicants should not be disqualified to work with children under the 2018 Childcare Disqualification Regulations

Post-holders are in a position of trust and therefore exempt from the provisions of the Rehabilitation of Offenders Act 1974. Staff must self-disclose any convictions or cautions in line with DBS filtering rules at application stage and advise management of any subsequent charges during employment.

We strive to create an ongoing safe work culture, where everyone is able to challenge and participate. We have clear whistle blowing and safeguarding procedures and a code of conduct in place in order to keep our staff and children safe.

All staff, paid or unpaid, working with children and young people have a responsibility to report any concerns to the appropriate officer and will be supported in doing so. Any suspicions or allegations of abuse will be taken seriously and responded to swiftly and appropriately.