



Learning Partnership West CIC

Safer Recruitment Policy

Version 4, September 2020

Definitions

“LPW”	Shall mean Learning Partnership West CIC, Including LPW Independent School
“Colleagues” “We”	Any person employed by LPW and paid through our payroll in the UK.
“Line Manager”	A Colleague with Management responsibility within LPW.

1. Purpose

LPW aims to recruit the best people for our jobs, and will undertake recruitment in a transparent and consistent way. Recruitment is based on prior experience, behaviours and aptitude for the job.

The aim of the Safer Recruitment Policy is to help LPW attract and select the best applicants for our jobs, whilst deterring or identifying people that might be unsuited to working with children and young people, in line with NSPCC Safer Recruitment.

2. Scope

This policy applies to all applicants for positions with LPW and to all Colleagues of LPW. Recruitment is undertaken within the framework of UK legislation to ensure candidates have a satisfactory experience and safeguarding is at the forefront our decision making process when recruiting.

This policy is issued by way of guidance and it is not intended to have any contractual effect.

This policy is kept in line with LPW practice and current legislation and may change from time to time as business practice, case law and legislation changes.

3. Responsibilities

It is LPW's policy that Line Managers are responsible for recruitment, with support from the Human Resources department.

Before embarking on the process of recruitment, the Line Manager must ensure that there is an up-to-date role profile for the post. The role profile will describe the duties, responsibilities, level of seniority associated with the post, the type of qualifications, training, knowledge, experience, skills, aptitudes and competencies required for effective performance of the job.

A Line Manager who wishes to recruit a new person for their department must first obtain approval completing a signed recruitment authorisation form.

The HR department will post all vacancies internally and will post vacancies externally, if necessary. Existing Colleagues are encouraged to apply for vacant posts if they have the appropriate qualifications, experience and skills.



Where the job is to be advertised, the proposed advertisement must be submitted to the HR department for approval. Line Managers should also consider, and discuss with the HR department, whether or not it is appropriate to post the vacancy with an approved employment agency because of the potential cost implications to the business.

LPW aims at all times to recruit the person who is most suited to the particular job. Recruitment will be solely on the basis of the applicant's abilities and individual merit as measured against the criteria for the job. Qualifications, experience and skills will be assessed at the level that is relevant to the job.

LPW is committed to applying its Equal Opportunities policy at all stages of recruitment and selection. Shortlisting, interviewing and selection will always be carried out without regard to gender, gender reassignment, sexual orientation, marital or civil partnership status, colour, race, nationality, ethnic or national origins, religion or belief, age, pregnancy or maternity leave or trade union membership.

Reasonable adjustments to the recruitment process will be made to ensure that no applicant is disadvantaged because of their disability. When considering a candidate with a disability, reasonable adjustments to the role will be considered before any final decision is made.

4. Application Forms

LPW uses its own application form and all applicants for employment will be required to complete an application form containing questions about their academic and full employment history and their suitability for the role. In addition all applicants are required to account for any gaps or discrepancies in employment history. LPW accepts CVs along with application forms to avoid duplication from candidates.

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. Therefore, any convictions and cautions that would normally be considered 'SPENT' must be declared when applying for any position at LPW. 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 possible referral to the police and other professional regulatory bodies

5. Selection

Line Managers conducting recruitment interviews and assessments will ensure that the questions that they ask job applicants are not in any way discriminatory or unnecessarily intrusive. The interview and assessments will focus on the needs of the job and skills needed to perform it effectively. Wherever practicable, the same panel will see all the applicants for the vacant position. At least one member of any interviewing panel will have undertaken safer recruitment training. A record of every recruitment interview and assessment must be made and passed to the HR department to be retained for a suitable period of time as described in LPW's Data and Document Retention Policy. On no account will any job offer be made during or at the end of an assessment.

It is LPW's practice to seek the successful candidate's consent to seek two written references and to ask for documentary proof of qualifications and right to work in the UK. Any offer of employment will be conditional on these being satisfactory. Any unsatisfactory reference will be investigated and could lead to the offer of employment being withdrawn. References will be received in full before employment commences. LPW does not accept open references, testimonials or references from relatives or friends and will ask the referee what their relationship is with the individual.



6. Disclosure and Barring Service Certificate

All Colleagues working for LPW are required to have an enhanced DBS Certificate. A DBS Certificate must be viewed before the commencement of employment of all new Colleagues. All Colleagues are placed on the DBS quarterly update service.

The HR department is responsible for rechecking Colleagues' DBS Certificates every three years if they are not part of the DBS quarterly update service.

All Colleagues have an obligation to inform the HR department of any cautions or convictions that may arise between these checks taking place.

LPW will make sound recruitment decisions based on what the DBS certificate presents, and will not discriminate against an applicant based on the result. However, if an applicant is on the Children's Barred List, it will be illegal for them to be employed in a position involving close working with children. If a DBS check on an individual already employed by LPW indicates a conviction which is relevant and affects their suitability for the job, LPW will withdraw any offer of employment.

The following people are not required to hold an enhanced DBS certificate:

- Visitors who have business with the organisation or have brief contact with CYP with a member of staff present;
- Visitors or contractors who come on site only to carry out emergency repairs or service equipment and who would not be expected to be left unsupervised on school premises.

7. Dealing with convictions

LPW 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 discussion will take place between the HR Department, line manager of the individual, and the department DSL, or CEO (depending on which is deemed most appropriate). The conversation will be recorded, as will any subsequent conversations with the individual in regards to the matter. A decision will be made following this meeting. As part of this process a written DBS disclosure may be requested from the individual and stored on their employee file to satisfy safeguarding guidelines.

8. Single Central Record

In addition to the various Colleague records kept on individual personnel files, a single central record of recruitment and vetting checks is kept in accordance with the DfES requirements. This is kept up-to-date and retained by the HR Department. The Single Central Record will contain details of the following:

- All Colleagues who are employed to work at the Independent School;
- All Colleagues who are employed as supply staff to the Independent School whether employed directly or through an agency;
- All of those who have been chosen by the Independent School to work in regular contact with children. This will cover volunteers, governors, peripatetic staff and people brought into the Independent School to provide additional teaching or instruction for pupils but who are not Colleagues e.g. sports coaches etc.



The information that must be recorded on the SCR is whether the following checks have been carried out or certificates obtained, and the date on which each check was completed/certificate obtained (who carried out the check may also be recorded):

- an identity check;
- a barred list check (if directly working with service users);
- an enhanced DBS check/certificate;
- further checks on people living or working outside the UK (police checks/references/any other checks);
- a check of professional qualifications;
- a check to establish the person's right to work in the United Kingdom (if not from the UK);
- references (two per staff member and Board Member);
- a record of any Safeguarding and Child Protection Training undertaken.

A designated Board Member/School Governor will be responsible for auditing the Single Centralised Register and reporting his/her findings to the full Governing Body once a year. The findings will be added to minutes for recording purposes.

The SCR should also be audited regularly by the school DSL, the CEO, and the Board Member/School Governor for Safeguarding and Child Protection.

Copies of identification paperwork and certificates should be kept in personnel files. Recruitment paperwork should be kept for no longer than 6 months

9. Future Developments

This policy may be varied, withdrawn or replaced at any time by LPW at its absolute discretion.