



**GOVERNORS
FOR SCHOOLS**

Safe Recruitment in 2020

**24 November
2019**

Steve Barker and Linda Waghorn



Aims of today's session:

- to ensure those involved in governance have clarity on our responsibilities for safe recruitment in schools;
- to be aware of how governors should monitor this key aspect of compliance;
- to reflect on how safe recruitment is.

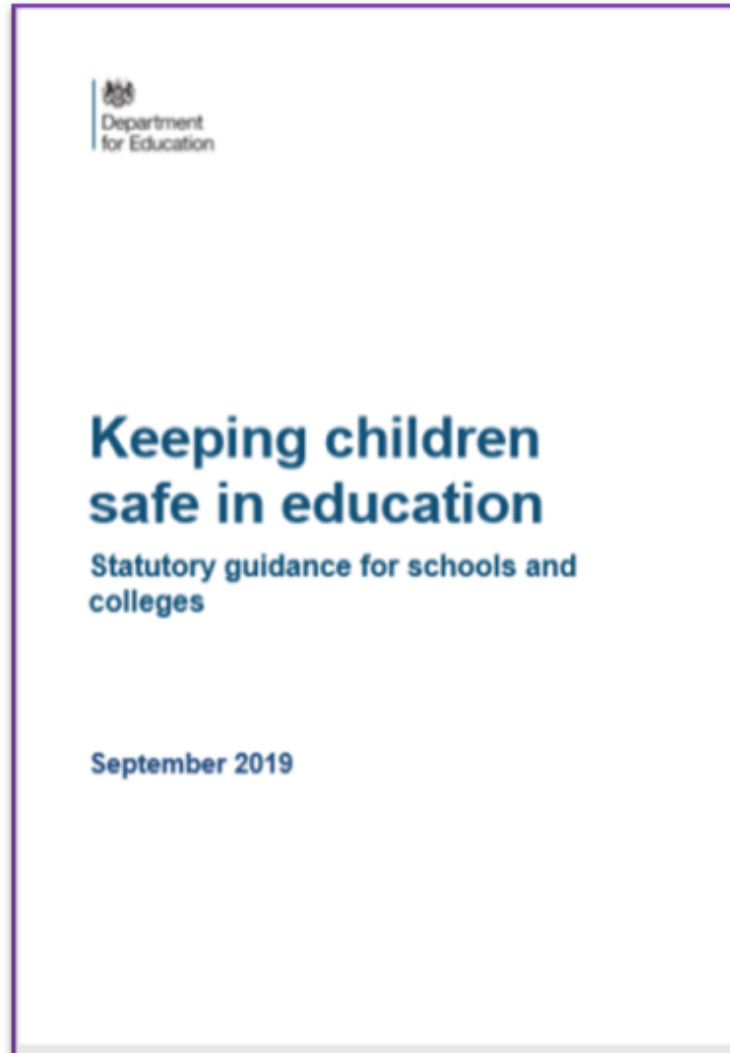


Safer Recruitment

'It is vital that schools create a culture of safe recruitment and as part of that adopt recruitment procedures that help deter, reject or identify people who might abuse children.'

*Keeping Children Safe in Education
Sept. 2018©*

Key documentation

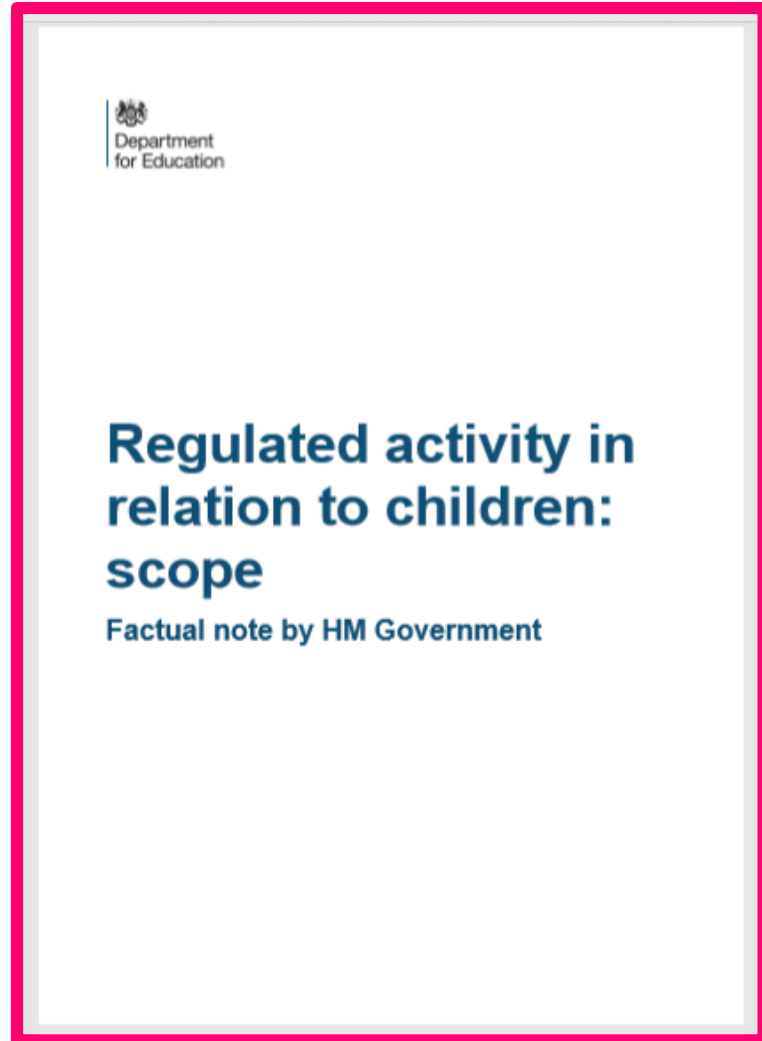


The compliance role of governing bodies

Ensure, by seeking assurance that:

- *regulated activity is understood;*
- schools undertake checks on those who work with children;
- At least one person on every recruitment panel has undergone safer recruitment training

Regulated Activity



- Published 2012
- Definition and application

Pre-appointment checks

- Verify Identity
- Enhanced DBS (including Barred List check where appropriate)
- Verify candidates mental and physical fitness to carry out work responsibilities
- Verify Right to Work
- Overseas checks
- Qualifications (where approp.)

References

- Always in writing
- Scrutinised for contradiction & completeness
- Always from current employer
- Objective and factual to support appointment
- Good practice to sign and date when checked

Safer Recruitment Training

- Mandatory under Regulation 9, The School Staffing (England) Regulations 2009.
- To equip those interviewing with appropriate knowledge
- Various proprietary packages available
- Governing bodies should ensure it informs practice

Poll # 1

Single Central Record

- Mandatory
- Specific data required
- Often checked by Ofsted
- Governors should ensure compliance – how?

Current Ofsted questions

- Have governors engaged in any kind of safeguarding training?
- What type of questions would you expect to be asked on interview?
- How do governors ensure that recruitment is safe?

Poll #2

Any questions



What you need to know, when you need to know it



Better Governor researches, interprets and distils the latest news in education policy, legislation and practice keeping you informed on how they impact your role as a governor or clerk.

www.bettergovernor.co.uk