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Safer Recruitment

...WHERE PUPILS BELIEVE
THEY CAN

achieve



Rationale

In 2002 the murder of Holly Wells and Jessica Chapman highlighted concerns regarding the police sharing information. Therefore the Bichard Enquiry was commissioned in 2004



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Bichard Enquiry looked at:

- Child Protection Measures
- Record Keeping
- Vetting of employees
- Information Sharing within organisations and between agencies

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Bichard assessed:

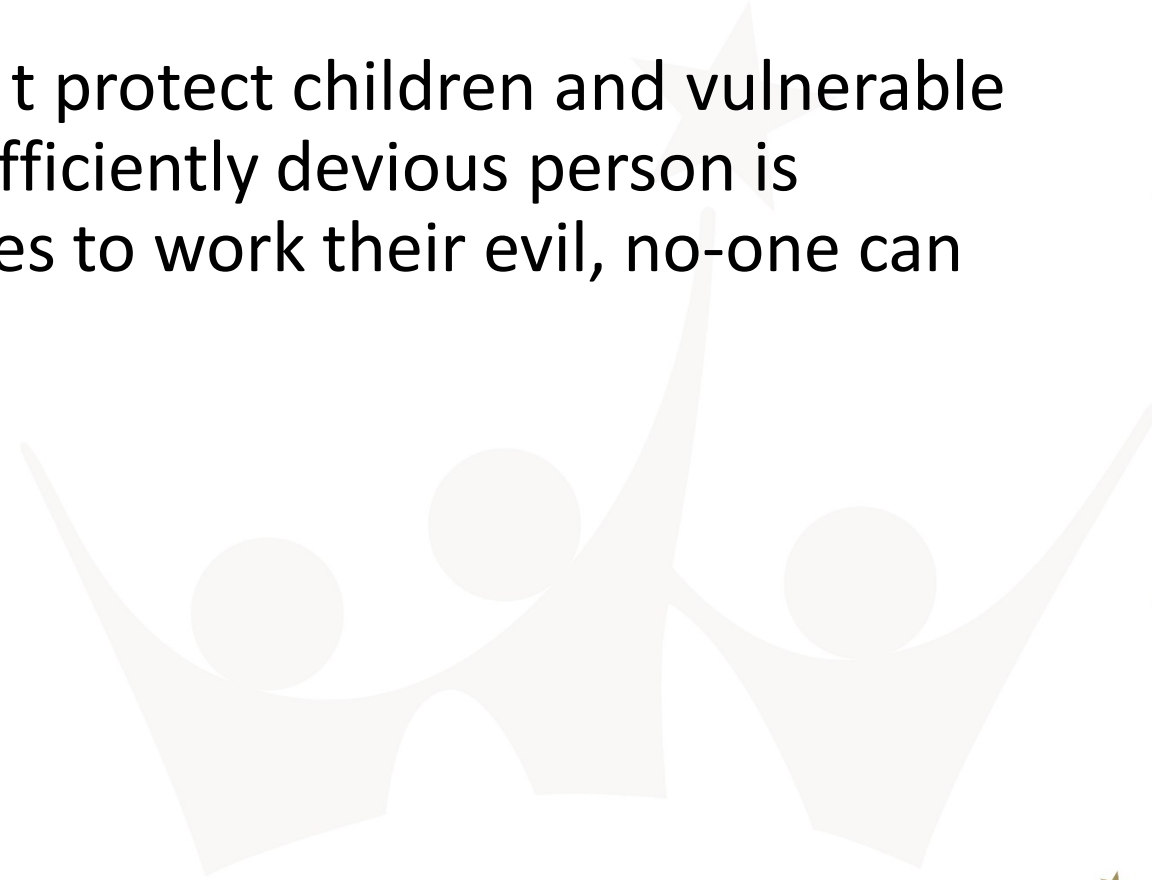
- the effectiveness of relevant intelligence based record keeping, vetting practices in Humberside Police and Cambridgeshire Constabulary.
- Information sharing with other agencies
- Report to Home Secretary on matters of local and national relevance
- Make recommendations



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For those agencies whose job it is to protect children and vulnerable people, the harsh reality is that a sufficiently devious person is determined to seek out opportunities to work their evil, no-one can guarantee that they will be stopped

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Bichard identified

- Omissions
- Failures
- Shortcomings

Huntley and others could slip through the net.

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Therefore he recommended

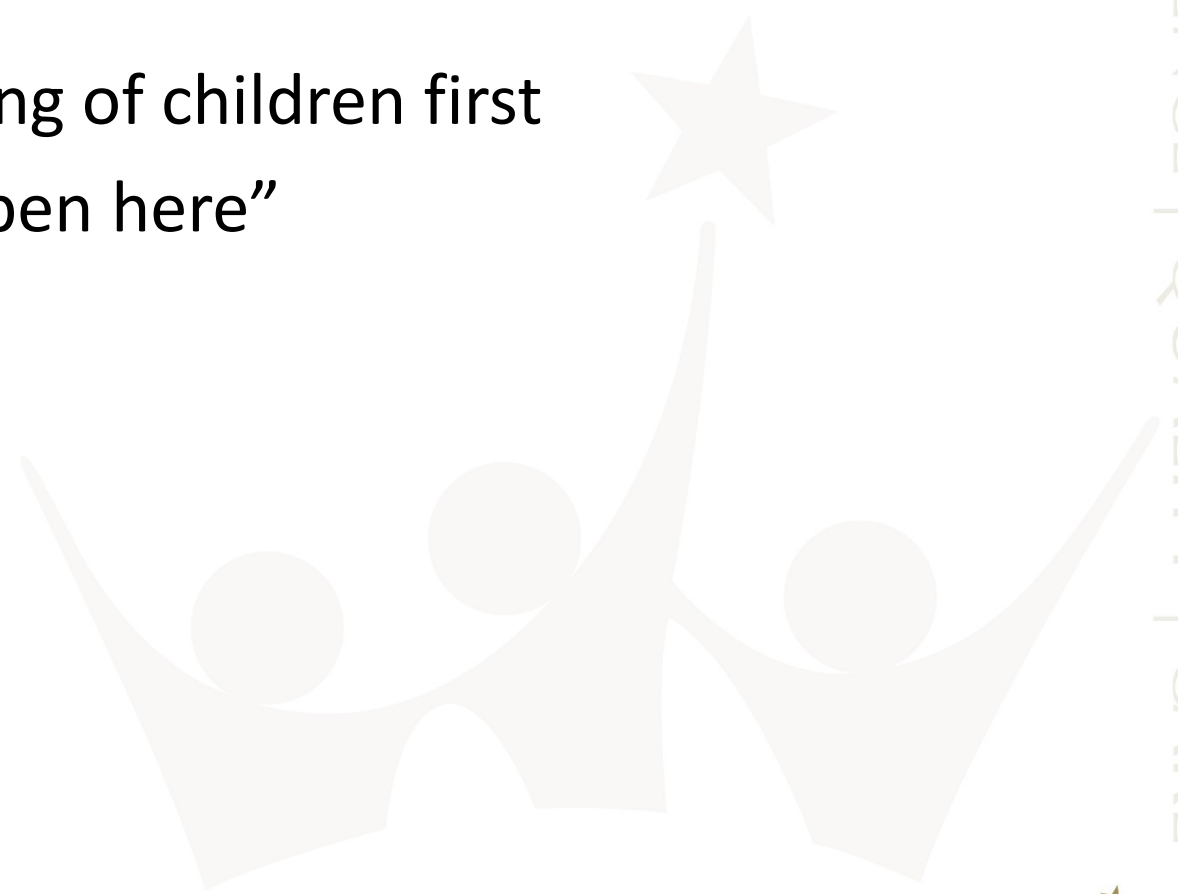
- Registration scheme for people working with children
- National Police Intelligence System
- Code of Practice for Police Force record keeping
- Training for recruitment
- Guidance for agencies on when cases should be referred



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Senior Managers

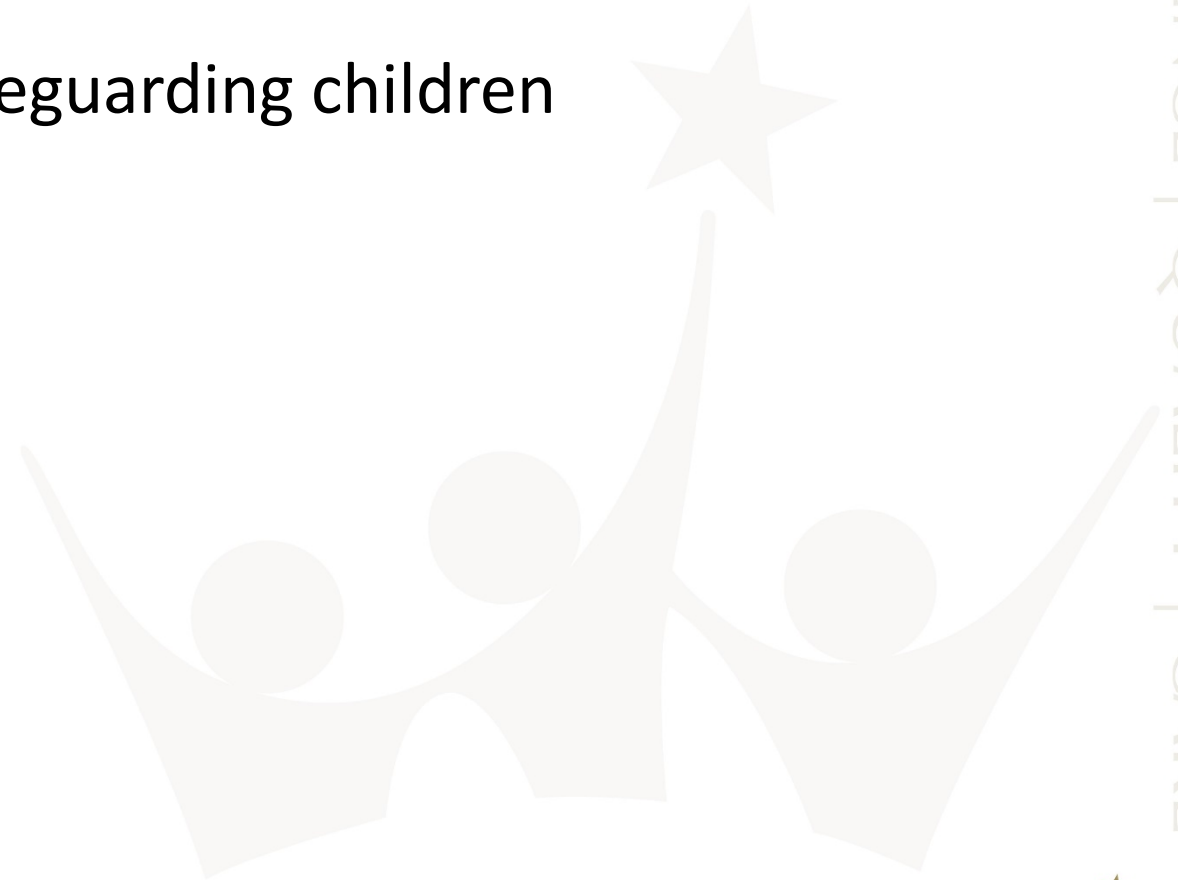
- Should put the safety and well being of children first
- Operate a culture of “It could happen here”
- Have a code of conduct for staff
- Report concerns



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Staff

- Clear about responsibilities for safeguarding children
- Induction training



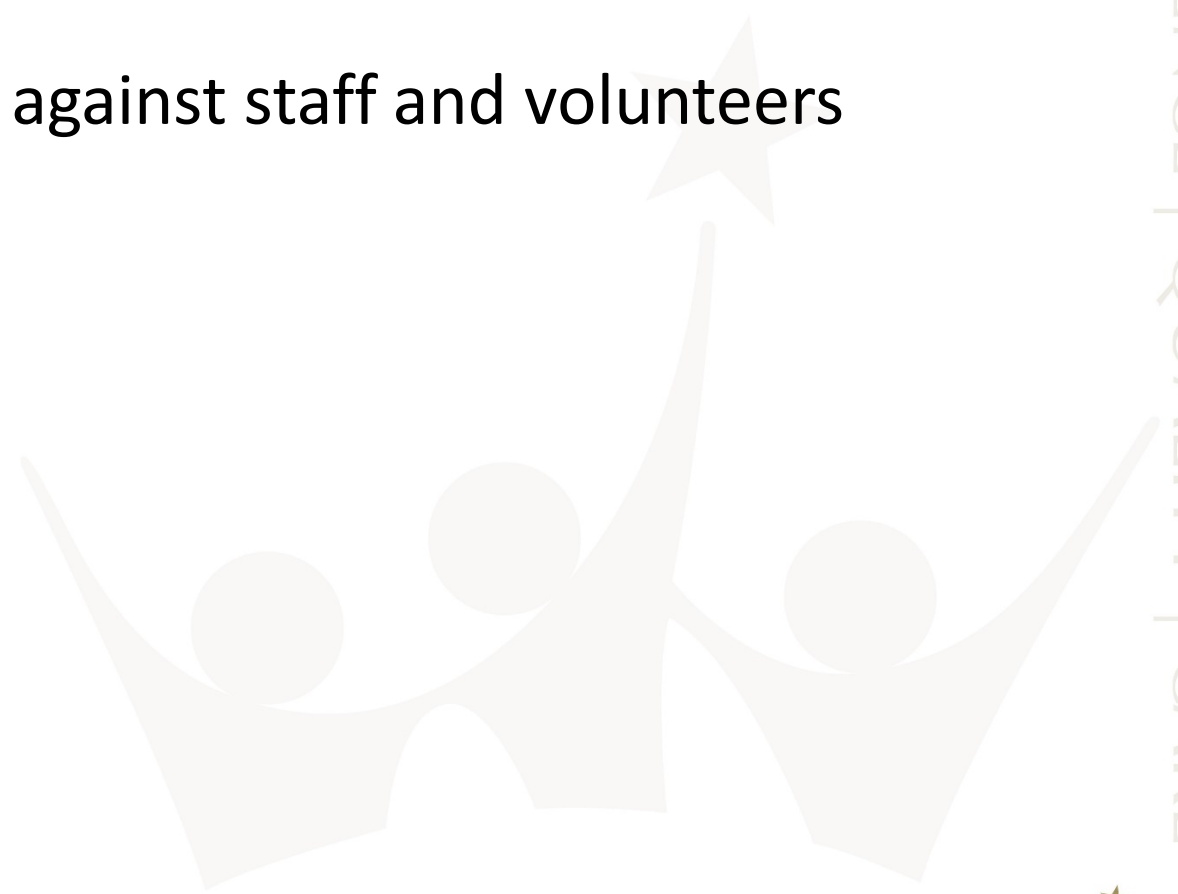


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Organisations

- Procedures for dealing with abuse against staff and volunteers
- Whistleblowing procedures
- Safer recruitment
- Culture of safeguarding

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Relevant legislation and guidance

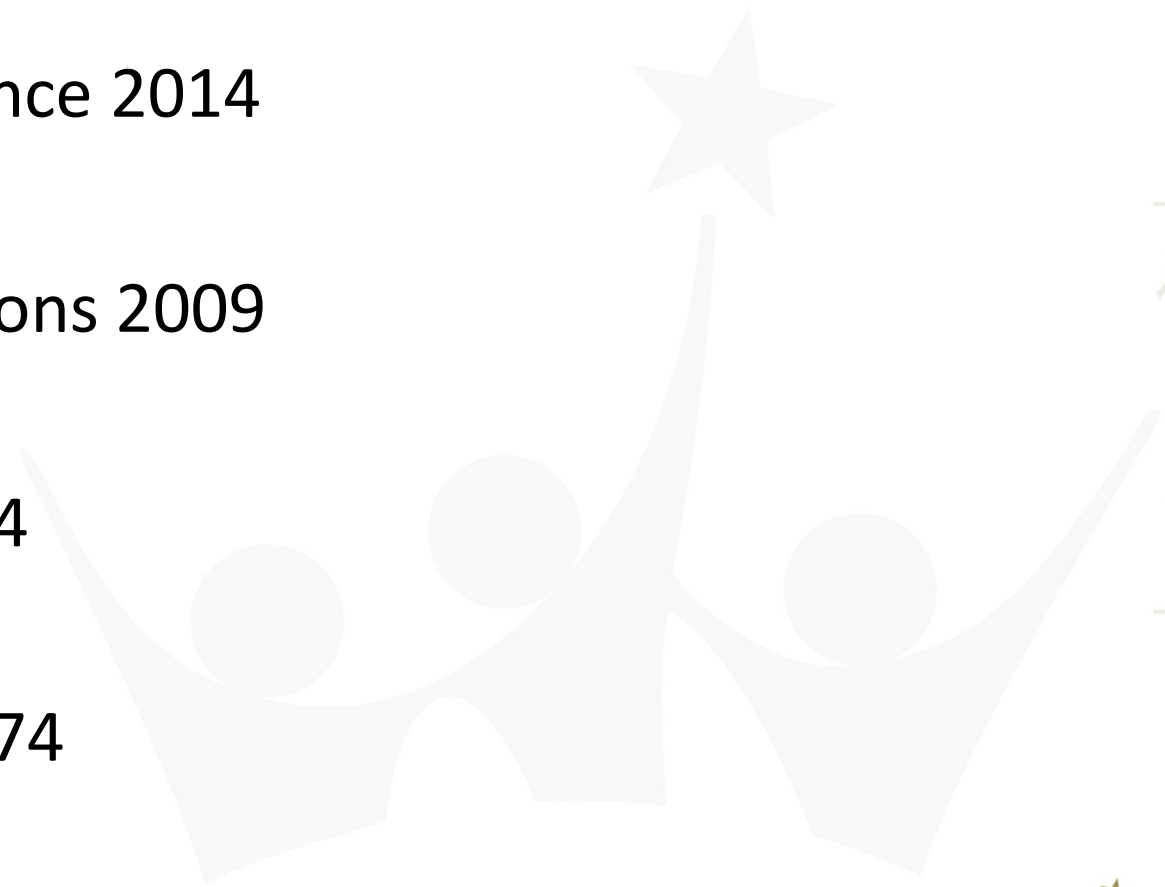
- The Warner Report
- Bichard Enquiry 2004
- National Minimum Standards (Boarding schools)
- Working Together to Safeguard Children 2018
- Keeping Children Safe in Education 2019
- Statutory Framework for the Early Years Foundation Stage 2017
- Education Act 2002
- Childrens Act 2004



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- Care and Support Statutory Guidance 2014
- Childcare Act 2006
- Childcare Disqualification Regulations 2009
- Data Protection Act 2018
- Health and Safety at work Act 1974
- Equality Act 2010
- Rehabilitation of Offenders Act 1974
- Work and Families Act

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- Employment relations Act 2004
- Asylum and Immigration Act 1996
- Employment Bill 2007 – 2008
- Employment Act 2008
- Teacher Standards 2011
- Staffing and employment advice for schools DFE 2018
- Ofsted Inspection Framework 2019



Disclosure and Barring Service (DBS)

- Abolish regulation and monitoring requirements of SVGA vetting and barring service
- Redefining the scope of regulated activities
- Abolish controlled activities
- Merge CRB (criminal records bureau) and ISA (Independent safeguarding authority)
- Created a new safeguarding body called (DBS – Disclosure and Barring Service)

Keeping Safe in Education 2019

- Safeguarding Information for all staff
- Management of safeguarding
- Safer Recruitment
- Allegations of abuse
- Child on child sexual violence and sexual harrasement



Level of DBS check or probation

- Check depends on duties of applicant
- KCSE p40 – useful diagram
- DBS Update Service – must have consent

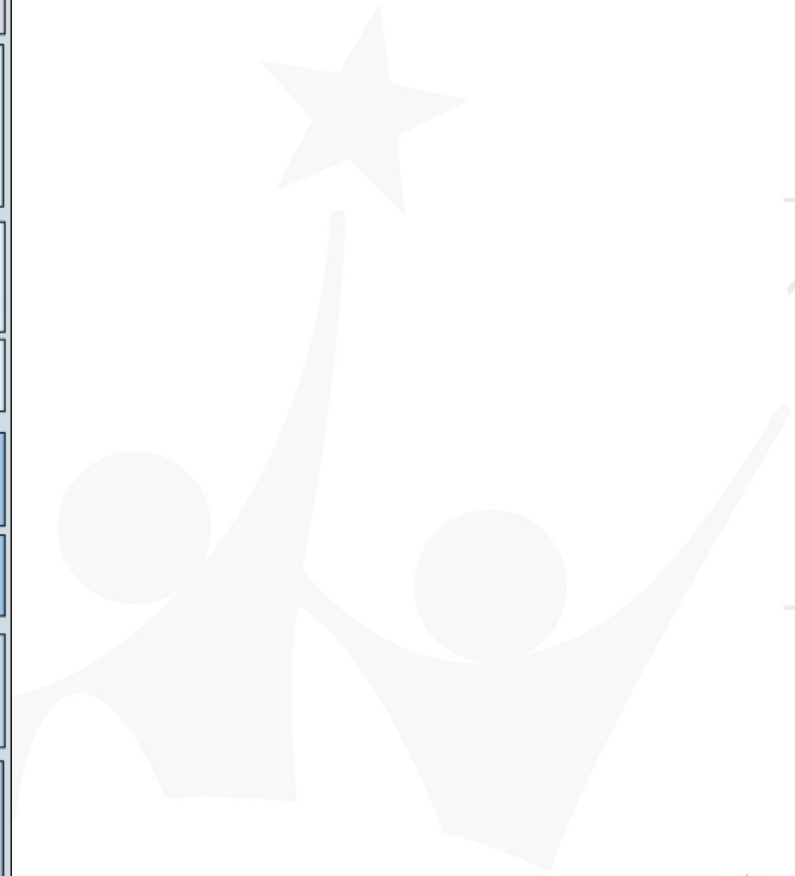
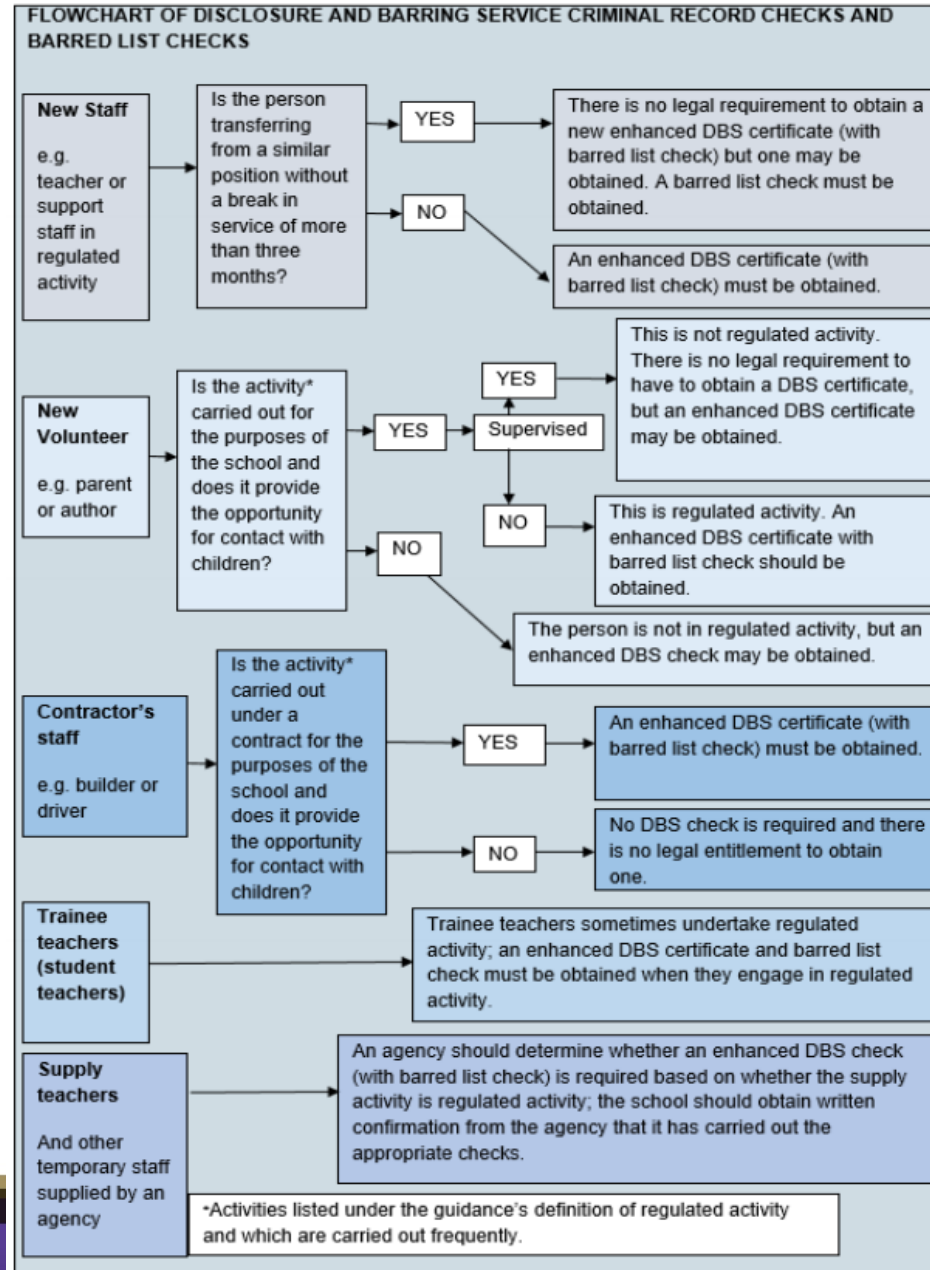
Must see original certificate
Must ask for ID verification

- Teacher Services

QTS
Teacher induction
Prohibitions
Sanctions and restrictions



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Not Part of DBS

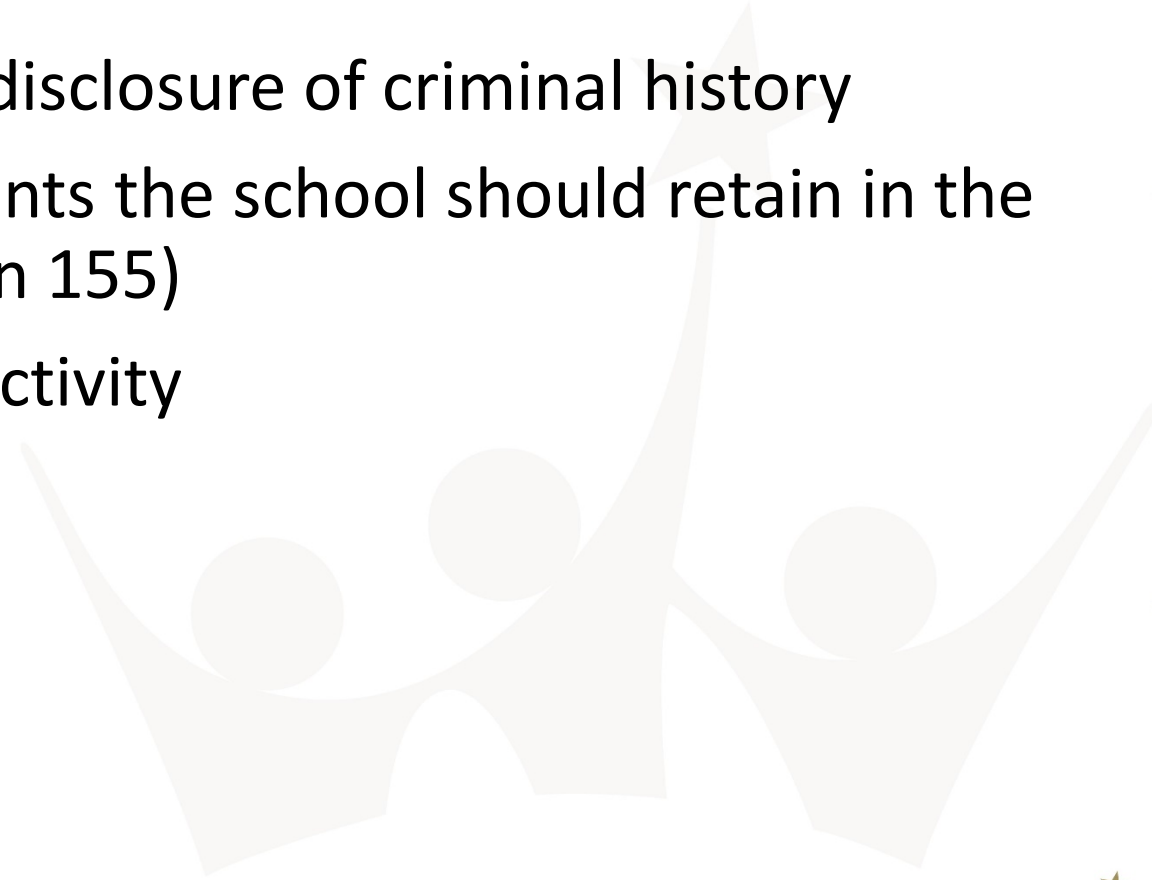
- Section 128 checks

Name individuals who have been barred from taking part in the management of any independent school (including academies and free schools) Under the terms of a direction made by the Secretary of State for Education.

These checks should be carried out on Governors and members of SLT



- Job applications should allow the disclosure of criminal history
- KCSE makes it clear which documents the school should retain in the personnel file and SCR (P43 section 155)
- Supervised work – not regulated activity





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Regulated Activity

Divided into two types:

Activities

- Teaching
- Training
- Instructing
- Coaching
- Caring
- Supervising children



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Place of work

- Schools
- Childrens' homes
- Nurseries

Enhanced DBS including barred list
(Spent and unspent convictions)



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- Contractors
- Photographers

May take part in regulated activity. The establishment has to decide whether they work in regulated activity and whether they come into the establishment 3 times or more in a 30 day period.

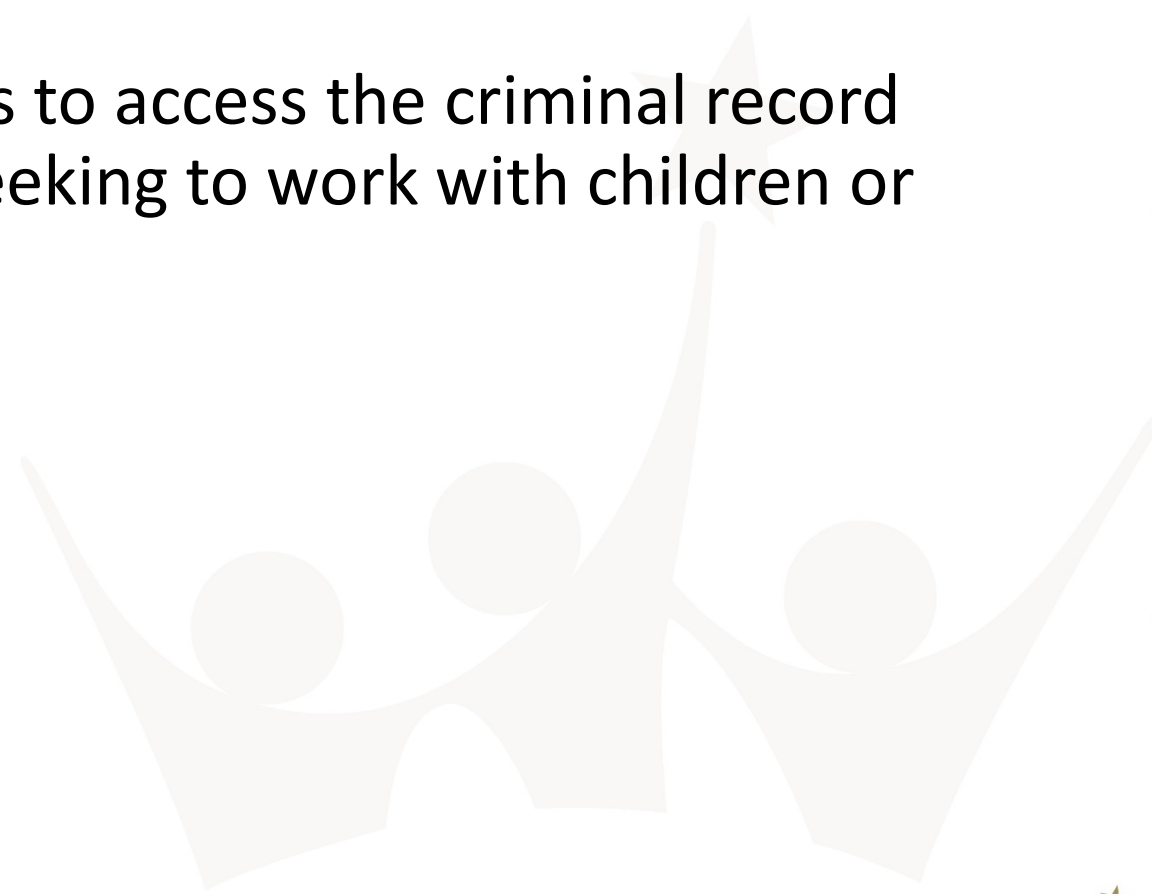
Enhanced DBS with barred list / SCR



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DBS allows employers and recruiters to access the criminal record history of people working with or seeking to work with children or vulnerable groups.

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Recruitment Framework

- Can ask relevant questions about health and fitness to work
- Enhanced DBS with barred list
- Clear well managed consistent arrangements to safeguard children
- Foster a culture of safeguarding
- Staff appropriately recruited, trained and managed



- SVGA placed legal requirements on employees to refer to DBS information re employees who may have harmed children or adults.
- Employers must not engage someone in regulated activity who is on the barred list
- DBS update service
- Schools must get written confirmation that supply agencies have carried out relevant checks and the date that confirmation was gained.





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DBS checking service

- Obtain consent
- Confirm paper certificate matches identity
- Examine original certificates



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Best Practice

- Commit to safeguarding
- Rigorous selection process
- Check identity
- DBS



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Documents

- Job description / person spec
- Equal opps policy
- Application forms
- Adverts
- Short list
- Checks
- References
- Interview
- Conditional offer
- Induction



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