



Aragon Primary School

Safer Recruitment Policy

June 2025

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Aragon Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

The safe recruitment of staff is the first step to safeguarding and promoting the welfare of our children. This is achieved through effective recruitment and retention of competent, motivated staff members who are suited to, and competent in their roles.

Aragon Primary School the value of, and seeks to achieve a diverse workforce comprising different backgrounds, skills and abilities. As such it is committed to a recruitment and selection process which is systematic, efficient, effective and equal. In doing so, Aragon Primary School upholds its obligations under law and national collective agreements to not discriminate against applicants on grounds of age, sex, sexual orientation, marital status, disability, race, colour, nationality, ethnic origin, religion or creed.

Introduction

The purpose of this policy is to ensure the practice of safe recruitment of staff appointed to Aragon Primary School.

It also sets out the minimum requirements to:

- attract the best possible applicants to vacancies;
- deter prospective applicants unsuitable for work with children;
- identify and reject applicants unsuitable for work with children.

Procedures and Practices

The following procedures and practices are in place to ensure the safe recruitment of staff:

Aragon Primary School ensures that at least one member of the appointment panel has successfully completed Safer Recruitment Training.

Stage 1: Advertising and Inviting Applications

All advertisements for all posts will clearly stipulate the stance adopted by the School by the inclusion of the following statement:

“The school is committed to safeguarding children and young people. All post holders are subject to a satisfactory enhanced Disclosure and Barring Service / Barred List (DBS) check.

Stage 2: Pre -Application Pack

Prospective applicants are supplied with the following:

- Application Form;
- Job Description & Person Specification;
- School prospectus and information pack
- Safer Recruitment Policy;
- Safeguarding Policy.

All applicants must complete the application form in full.

Stage 3 Applicant Short-Listing

Candidates for the post and suited to the job description and person specification, following analysis of their applications, will be short-listed following consultation between the Headteacher/Senior Leadership Team/Chair of Governors and others involved in the interview process.

Where possible, references are taken up before the short-listing stage. However, should a candidate progress to selection and interview stage prior to their receipt, appointments are always subject to satisfactory references and also social media on-line screening checks.

Stage 4 Interview

Candidates selected for interview will have to provide:

- proof of identity
- certificates of qualifications
- eligibility to live and work in the UK

The interview process seeks to assess each candidate in terms of fulfilling the requirements of the post and significantly in terms of safer recruitment practices will explore attitudes towards working with children.

Candidates will always be required to:

- explain satisfactorily any gaps in employment;
- explain satisfactorily any anomalies or discrepancies in the information available to the interviewers;
- declare any information that is likely to appear on a DBS disclosure;
- demonstrate their capacity to safeguard and protect the welfare of children and young people.

References

References are sought directly from the referee. References or testimonials provided by the candidate are never accepted instead of a signed reference from a referee.

In cases of applicants being invited to interview, referees may be contacted by telephone or e-mail prior to receiving a written, signed reference.

Stage 5 Successful Candidate: Pre Employment Checks

Further to those checks at the point of interview the candidate will be required to provide all of the following prior to undertaking the post:

- receipt of at least two satisfactory references
- verification of the candidate's identity
- a satisfactory Enhanced DBS/barred list check.
- independent Safeguarding Authority (ISA) barred list check
- section 128 check for management or Governors
- prohibition Check for all members of staff
- verification of the candidate's medical fitness
- verification of qualifications

- verification of professional status where required e.g., GTC registration, QTS/NQT
- the production of evidence of the right to work in the UK

Stage 6 Induction

All newly appointed staff will, either prior to or at the point of taking up the post, undergo a programme of induction appropriate for their post. The induction will specifically address issues concerning the safeguarding of children and young people as well as matters directly related to the operation the post.

Central Record of Pre-Employment Checks

In addition to the various staff records kept in school and in individual personnel files, a single central record of recruitment and vetting checks is kept.

This record contains details of checks of:

- All staff who are employed to work at the school;
- All staff who are employed as supply staff to the school whether employed directly by the school 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 who also work as volunteers within the school.

Rehabilitation of Offenders Disclosure

All posts within Aragon Primary School are exempt from the Rehabilitation of Offenders Act 1974. Applicants will be required to declare spent and unspent convictions, cautions and bind-overs, including those regarded as spent and have an Enhanced Criminal Records Disclosure.

Probationary Period

All new staff will have a probationary period of one year following which they will then be included in the Willow Learning Trust appraisal process.

Date: June 2025.

Review: June 2026 or as necessary according to new DfE guidelines.