



SAFER RECRUITMENT

Policy Intention

This policy instils a culture of safer recruitment and adopts recruitment procedures that help deter, reject or identify people who might abuse children.

We want the very best people to work with children in our setting, and we must protect our children against people who may want to harm them, commit a criminal offence against them, behave in a way that indicates they may pose a risk of harm to children or who may not be suitable to work with children.

This policy covers the recruitment, selection and pre-employment vetting of a potential employee.

We employ people to care and educate children and this involves teaching and supervising, close contact and intimate and personal care routines.

We work with others to ensure staff are suitable and can adhere to our policies and procedures, commit to our ethos and understand their responsibilities under the EYFS.

Procedure

Safeguarding & Welfare

- We ensure that all staff looking after children are suitable to fulfil the requirements of their roles.
- We advertise for staff in reputable publications or with agencies.
- Candidates are interviewed by a panel of at least two people and safeguarding questions are asked as part of the interview process.
- We have robust systems in place for pre-employment checks, e.g., health declarations, DBSs, and references.
- We record information about staff qualifications, record DBS numbers and date and consider update service for ongoing checks. We will not keep DBS documentation.
- We are responsible for ensuring that we obtain information that would deem a staff member unsuitable to work with children.