

Safer Recruitment Policy

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INTRODUCTION

The safe recruitment of staff in all education settings is the first step to safeguarding and promoting the welfare of children in education. Triple Skillz in Community Ltd is committed to safeguarding and promoting the welfare of all pupils in its care. As an employer, Triple Skillz expects all staff and volunteers to share this commitment.

AIMS AND OBJECTIVES

The aim of the Safer Recruitment policy is to help deter, reject or identify people who might abuse pupils or are otherwise unsuited to working with them by having appropriate procedures for appointing staff.

The aims of Triple Skillz's recruitment policy are as follows:

- to ensure that the best possible staff are recruited on the basis of their merits, abilities and suitability for the position.
- to ensure that all job applicants are considered equally and consistently.
- to ensure that no job applicant is treated unfairly on any grounds including race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital or civil partner status, disability or age;
- to ensure compliance with all relevant legislation, recommendations and guidance including the statutory guidance published by the Department for Education (DfE), Keeping Children Safe in Education - September 2024 (KCSIE), the Prevent Duty Guidance for England and Wales 2015 (the Prevent Duty Guidance) and any guidance or code of practice published by the Disclosure and Barring Service (DBS);
- to ensure that Triple Skillz meets its commitment to safeguarding and promoting the welfare of children and young people by carrying out all necessary pre-employment checks.

Employees involved in the recruitment and selection of staff are responsible for familiarising themselves with and complying with the provisions of this policy.

Triple Skillz has a principle of open competition in its approach to recruitment and will seek to recruit the best applicant for the job. The recruitment and selection process should ensure identification

of the person best suited to the job at Triple Skillz based on the applicant's abilities, qualification, experience and merit as measured against the job description and person specification.

The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance (including KCSIE 2024 and Prevent Duty Guidance).

If a member of staff involved in the recruitment process has a close personal or familial relationship with an

applicant, they must declare it as soon as they are aware of the individual's application and avoid any involvement in the recruitment and selection decision-making process.

Triple Skillz aims to operate this procedure consistently and thoroughly while obtaining, collating, analysing and evaluating information from and about applicants applying for job vacancies at Triple Skillz in Community Ltd.

ROLES AND RESPONSIBILITIES

It is the responsibility of the Board of Directors to:

- Ensure Triple Skillz has effective policies and procedures in place for recruitment of all staff and volunteers in accordance with DfE guidance and legal requirements.
- Monitor Triple Skillz's compliance with them.

It is the responsibility of the Managers involved in recruitment to:

- Ensure that Triple Skillz operates safe recruitment procedures and makes sure all appropriate checks are carried out on all staff and volunteers who work at Triple Skillz.
- To monitor contractors' and agencies' compliance with this document.
- Promote welfare of children and young people at every stage of the procedure.

Any position undertaken at, or on behalf of Triple Skillz will amount to "regulated activity" if it is carried out:

- frequently, meaning once a week or more; or
- overnight, meaning between 2.00 am and 6.00 am or
- satisfies the "period condition", meaning four times or more in a 30-day period.
- provides the opportunity for contact with children.

Roles which are carried out on an unpaid/voluntary basis will only amount to regulated activity if, in addition to the above, they are carried out on an unsupervised basis.

Triple Skillz is not permitted to check the Children's Barred List unless an individual is engaging in "regulated activity". Triple Skillz is required to carry out an enhanced DBS check for all staff, supply staff and governors who will be engaging in regulated activity. However, Triple Skillz can also carry out an enhanced DBS check on a person who would be carrying out regulated activity but for the fact that they do not carry out their duties frequently enough i.e., roles which would amount to regulated activity if carried out more frequently.

RECRUITMENT AND SELECTION PROCEDURE

To ensure equality of opportunity, Triple Skillz will advertise all vacant posts to encourage as wide a field of applicants as possible, normally this entails an external advertisement.

Any advertisement will make clear Triple Skillz's commitment to safeguarding and promoting the welfare of children.

All documentation relating to applicants will be treated confidentially in accordance with the Data Protection Act (DPA).

Triple Skillz in the Community Ltd 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). Applicants submitting an incomplete application form will not be shortlisted.

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. CVs will not be accepted.

It is unlawful for Triple Skillz to employ anyone who is barred from working with children. It is a criminal offence for any person who is barred from working with children to apply for a position at Triple Skillz. 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 referral to the police and/or the DBS.

A job description is a key document in the recruitment process and must be finalised prior to taking any other steps in the process. It will clearly and accurately set out the duties and responsibilities of the job role.

The person specification is of equal importance and informs the selection decision. It details the skills, experience, abilities and expertise that are required to do the job. The person specification will include a specific reference to suitability to work with children in a boarding environment.

References for short-listed applicants will be sent immediately after short-listing. The only exception is where an applicant has indicated on their application form that they do not wish their current employer to be contacted at that stage. In such cases, this reference will be taken up immediately after the interview. All offers of employment will be subject to the receipt of a minimum of two references which are considered satisfactory by Triple Skillz. One of the references must be from the applicant's current or most recent employer. If the current/most recent employment does/did not involve work with children, then the second reference should be from the employer with whom the applicant most recently worked with children. The referee should not be a relative. References will always be sought and obtained directly from the referee and their purpose is to provide objective and factual information to support appointment decisions.

All referees will be asked whether they believe the applicant is suitable for the job for which they have applied and whether they have any reason to believe that the applicant is unsuitable to work with children. Referees will also be asked to confirm that the applicant has not been radicalised, so that they do not support terrorism or any form of "extremism".

Please note that no questions will be asked about health or medical fitness prior to any offer of employment being made.

Any discrepancies or anomalies will be followed up. Direct contact by phone will be undertaken with each referee to verify the reference.

Triple Skillz does not accept open references, testimonials or references from relatives.

There will be a face-to-face interview, and a minimum of two interviewers will see the applicants for the vacant position. The interview process will explore the applicant's ability to carry out the job description and meet the person specification. It will enable the panel to explore any anomalies or gaps which have been identified in order to satisfy themselves that the chosen applicant can meet the safeguarding criteria (in line with Safer Recruitment Training).

Any information in regard to past disciplinary action or allegations, cautions or convictions will be discussed and considered in the circumstance of the individual case during the interview process, if it has been disclosed on the application form.

At least one member of any interviewing panel will have undertaken safer recruitment training or refresher training as applicable.

All applicants who are invited to an interview will be required to bring evidence of their identity, address

and qualifications. Original documents will only be accepted, and photocopies will be taken. Unsuccessful applicant documents will be destroyed 6 months after the recruitment programme.

Online Search Information

As part of our commitment to safeguarding and promoting the welfare of children, Triple Skillz Education implements online search procedures for all candidates applying for positions. Prior to formal interviews, our recruitment team will conduct thorough online searches to gather publicly available information about candidates. This process aims to identify any potential concerns related to the candidate's suitability for working with children and young people. The findings from these searches will be considered as part of the overall assessment of a candidate's fitness for role, ensuring that we maintain a safe and secure environment for our students. Candidates will be informed of this process during the application stage, and any concerns or discrepancies identified through online searches will be addressed directly with the candidates during the interview process.

OFFER OF APPOINTMENT AND NEW EMPLOYEE PROCESS

In accordance with the recommendations set out in KCSIE 2024 and the requirements of the Education (Independent School Standards) Regulations 2014 and the Boarding schools: national minimum standards Triple Skillz carries out several pre-employment checks in respect of all prospective employees.

If it is decided to make an offer of employment following the formal interview, any such offer will be conditional on the following:

- the agreement of a mutually acceptable start date and the signing of a contract incorporating Triple Skillz's standard terms and conditions of employment.
- verification of the applicant's identity (if not previously been verified).
- the receipt of two references (one of which must be from the applicant's most recent employer) which Triple Skillz considers to be satisfactory.
- for positions which involve "teaching work":
 - i. Triple Skillz being satisfied that the applicant is not, and has never been, the subject of a sanction, restriction or prohibition issued by the Teaching Regulation Agency (formerly National College for Teaching and Leadership), or any predecessor or successor body, or by a regulator of the teaching profession in any other European Economic Area country which prevents the applicant working at Triple Skillz or which, in Triple Skillz's opinion, renders the applicant unsuitable to work at Triple Skillz; and
 - ii. Triple Skillz being satisfied that the applicant is not, and has never been, the subject of any proceedings before a professional conduct panel or equivalent body in the UK or any other country for any reason which prevents the applicant working at Triple Skillz or which, in Triple Skillz's opinion, renders the applicant unsuitable to work at Triple Skillz.
 - where the position amounts to "regulated activity" the receipt of an enhanced disclosure from the DBS which Triple Skillz considers to be satisfactory.
 - where the position amounts to "regulated activity" confirmation that the applicant is not named on the Children's Barred List.
 - confirmation that the applicant is not subject to a direction under section 142 of the Education Act 2011 which prohibits, disqualifies or restricts them from providing education at a Centre, taking part in the management of an independent Centre or working in a position which involves regular contact with children.
 - confirmation that the applicant is not subject to a direction under section 128 of the Education and Skills Act 2008 which prohibits, disqualifies or restricts them from being involved in the management of an independent school.
 - verification of the applicant's medical fitness for the role.

- verification of the applicant's right to work in the UK.
- any further checks which are necessary as a result of the applicant having lived or worked outside of the UK; and
- verification of professional qualifications which Triple Skillz deems a requirement for the post, or which the applicant otherwise cites in support of their application (where not previously verified).

Whether a position amounts to "regulated activity" must therefore be considered by Triple Skillz in order to decide which checks are appropriate. It is however likely that in nearly all cases Triple Skillz will be able to carry out an enhanced DBS check and a Children's Barred List check.

A personal file checklist will be used to track and audit paperwork obtained in accordance with Safer Recruitment Training. The checklist will be retained on personal files.

The Rehabilitation of Offenders Act 1974 The Rehabilitation of Offenders Act 1974 does not apply to positions which involve working with or having access to pupils. Therefore, any convictions and cautions that would normally be considered 'SPENT' must be declared when applying for any position at Triple Skillz in Community Ltd.

DBS (Disclosure and Barring Service) Check (formerly known as CRB Disclosure)

Triple Skillz applies for an enhanced disclosure from the DBS and a check of the Children's Barred List (now known as an Enhanced Check for Regulated Activity) in respect of all positions at Triple Skillz which amount to "regulated activity" as defined in the Safeguarding Vulnerable Groups Act 2006 (as amended). The purpose of carrying out an Enhanced Check for Regulated Activity is to identify whether an applicant is barred from working with children by inclusion on the Children's Barred List and to obtain other relevant suitability information.

It is Triple Skillz's policy that the DBS disclosure must be obtained before the commencement of employment of any new employee.

It is Triple Skillz's policy to re-check employees' DBS Certificates every three years and in addition any employee who takes leave for more than three months (i.e., maternity leave, career break etc.) must be re-checked before they return to work.

Members of staff at Triple Skillz in Community Ltd are aware of their obligation to inform the Manager of any cautions or convictions that arise between these checks taking place.

DBS checks will still be requested for applicants with recent periods of overseas residence and those with little or no previous UK residence.

Portability of DBS Certificates Checks Staff may wish to join the DBS Update Service if they are likely to require another check in the future. Applicants may sign up to the Service for a fee of £13 per annum, which is payable by the applicant.

This allows for portability of a Certificate across employers.

Triple Skillz will:

- Obtain consent from the applicant to carry out an update search.
- Confirm the Certificate matches the individual's identity.
- Examine the original certificate to ensure that it is for the appropriate workforce and level of check, i.e., enhanced certificate/enhanced including barred list information.

The Update check would identify and advise whether there has been any change to the information recorded, since the initial Certificate was issued. Applicants will be able to see a full list of those

organisations that have carried out a status check on their account.

Triple Skillz 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:

- 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 formal meeting will take place face-to-face to establish the facts with the Manager. A decision will be made following this meeting. In the event that relevant information (whether in relation to previous convictions or otherwise) is volunteered by an applicant during the recruitment process or obtained through a disclosure check, the Manager will evaluate all of the risk factors above before a position is offered or confirmed.

If an applicant wishes to dispute any information contained in a disclosure, they may do so by contacting the DBS. In cases where the applicant would otherwise be offered a position were it not for the disputed information, Triple Skillz may, where practicable and at its discretion, defer a final decision about the appointment until the applicant has had a reasonable opportunity to challenge the disclosure information.

All applicants invited to attend an interview at Triple Skillz will be required to bring their identification documentation such as passport, birth certificate, driving licence etc. with them as proof of identity/eligibility to work in UK in accordance with the Immigration, Asylum and Nationality Act 2006 and DBS identity checking guidelines. Triple Skillz does not discriminate on the grounds of age.

Where an applicant claims to have changed their name by deed poll or any other means (e.g., marriage, adoption, statutory declaration) they will be required to provide documentary evidence of the change. In addition, applicants must be able to demonstrate that they have actually obtained any academic or vocational qualification legally required for the position and claimed in their application form. Triple Skillz is aware of its duties under the Equality Act 2010. No job offer will be withdrawn without first consulting with the applicant, obtaining medical evidence and considering reasonable adjustments.

Overseas checks Triple Skillz, in accordance with the UK Visas and Immigration (UKVI) will, if applicable, sponsor new foreign nationals (see Certificate of Sponsorship section).

In addition, applicants who have lived/travelled abroad for more than 3 months will need to obtain criminal records check from the relevant country. The applicant will not be permitted to commence work until the overseas information has been received and is considered satisfactory by Triple Skillz.

Induction Programme

All new employees will be given an induction programme which will clearly identify Triple Skillz policies and procedures, including the Safeguarding Policy, the Code of Conduct, and KCSIE, and make clear the expectations which will govern how staff carry out their roles and responsibilities.

Single Centralised Register of Members of Staff

In addition to the various staff records kept in the office (Triple Skillz in the Community Ltd) and on individual personnel files, a single centralised record of recruitment and vetting checks is kept in accordance with the Education (Independent School Standards) Regulations 2014 requirements. This is kept up-to-date and retained by Graham Chambers, Managing Director. The Single Centralised Register will contain details of the following: -

- All employees who are employed to work at Triple Skillz in Community Ltd.

A Designated Director (Graham Chambers) will be responsible for auditing the Single Centralised Register.

Triple Skillz is legally required to undertake the above pre-employment checks. Therefore, if an applicant is successful in their application, Triple Skillz will retain on their personnel file any relevant information provided as part of the application process. This will include copies of documents used to verify identity, right to work in the UK and qualifications.

This documentation will be retained by Triple Skillz for the duration of the successful applicant's employment with Triple Skillz in Community Ltd. All information retained on employees is kept at the office in a locked cabinet.

Triple Skillz in Community Ltd will retain all interview notes on all unsuccessful applicants for a period of 6 months, after which time the notes will be confidentially destroyed (ie shredded). The 6-month retention period is in accordance with the General Data Protection Regulations (GDPR).

Ongoing, Triple Skillz in Community Ltd recognises that safer recruitment and selection is not just about the start of employment but should be part of a larger policy framework for all staff. Triple Skillz in Community Ltd will therefore provide ongoing training and support for all staff, as identified through the Annual Review/appraisal procedure.

Leaving Employment at Triple Skillz in the Community Ltd

Despite the best efforts to recruit safely, there will be occasions when allegations of serious misconduct or abuse against children and young people are raised. This policy is primarily concerned with the promotion of safer recruitment and details the pre-employment checks that will be undertaken prior to employment being confirmed. Whilst these are pre-employment checks Triple Skillz also has a legal duty to make a referral to the DBS in circumstances where an individual:

- has applied for a position at Triple Skillz despite being barred from working with children.
- has been removed by Triple Skillz from working in regulated activity (whether paid or unpaid)
- has resigned prior to being removed, because they have harmed, or pose a risk of harm to, a child.

If the individual referred to the DBS is a teacher, Triple Skillz may also decide to make a referral to the Teaching Regulation Agency.

Contractors and agency staff Contractors engaged by Triple Skillz in Community Ltd must complete the same checks for their employees that Triple Skillz is required to complete for its staff. Triple Skillz requires confirmation that these checks have been completed before employees of the Contractor can commence work at Triple Skillz in Community Ltd.

Visiting Speakers (and Prevent Duty)

The Prevent Duty Guidance requires Triple Skillz to have clear protocols for ensuring that any visiting speakers, whether invited by staff or by pupils, are suitable and appropriately supervised.

Triple Skillz is not permitted to obtain a DBS disclosure or Children's Barred List information on any visiting speaker who does not engage in regulated activity at Triple Skillz or perform any other regular duties for or on behalf of Triple Skillz.

All visiting speakers will be subject to Triple Skillz's usual visitors signing in protocol. This will include signing in and out at Reception, wearing a visitor's badge at all times and being escorted by a fully vetted member of staff between appointments.

Triple Skillz will also obtain such formal or informal background information about a visiting speaker as is reasonable in the circumstances to decide whether to invite and/or permit a speaker to attend Triple Skillz. In doing so, Triple Skillz will always have regard to the Prevent Duty Guidance and the definition of "extremism" set out in KCSIE which states:

"'Extremism' is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or

overseas. Terrorist groups very often draw on extremist ideas developed by extremist organisations." In fulfilling its Prevent Duty obligations Triple Skillz does not discriminate on the grounds of race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital or civil partner status, disability or age.

Volunteers

Triple Skillz will request an enhanced DBS disclosure and Children's Barred List information on all volunteers undertaking regulated activity with pupils at or on behalf of Triple Skillz (the definition of regulated activity set out above will be applied to all volunteers).

Under no circumstances will Triple Skillz permit an unchecked volunteer to have unsupervised contact with pupils.

It is Triple Skillz's policy that a new DBS certificate is required for volunteers who will engage in regulated activity but who have not been involved in any activities with Triple Skillz for three consecutive months or more. Those volunteers who are likely to be involved in activities with Triple Skillz on a regular basis may be required to sign up to the DBS update service as this permits Triple Skillz to obtain up to date criminal records information without delay prior to each new activity in which a volunteer participates.

In addition, Triple Skillz will seek to obtain such further suitability information about a volunteer as it considers appropriate in the circumstances. This may include (but is not limited to the following):

- formal or informal information provided by staff, parents and other volunteers.
- character references from the volunteer's place of work or any other relevant source;
- an informal safer recruitment interview.