

Fairfield High School for Girls

Safer Recruitment Statement



Approved by:	Full Trust Board	Date: July 2024
Last reviewed:	July 2024	
Next review due by:	July 2025	
Person Responsible:	Headteacher	

Outstanding progress for all

Safer Recruitment Statement

Fairfield High School for Girls is committed to safeguarding and promoting the welfare of children and young people in this school. The school complies with the statutory legislative requirements and guidance and seeks to protect children including 'Keeping Children Safe in Education Guidance'. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

Safer Recruitment

Job descriptions and person specifications make reference to safeguarding and child protection and all posts are subject to a Disclosure and Barring Service certificate (DBS).

All advertisements include our safeguarding statement and commitment.

Application Stage

- All applicants are scrutinised to verify identity and academic or vocational qualifications.
- Professional references are requested using our standard proformas for shortlisted candidates.
- References must cover a period of the last 5 years of employment. As a minimum these should be from the two most recent employers.
- References are checked against previous employment history and gaps in employment.
- Our standard reference proformas makes reference to suitability to work with children and young people.
- Professional references must be obtained from professional email addresses.
- The application form requires applicants to complete a disclosure of any criminal convictions.

Shortlisting

Only those candidates meeting the criteria outlined in the person specification will be shortlisted.

Interview

- Shortlisted candidates will take part in an in-depth interview and selection process.
- Candidates will be asked to address any discrepancies, anomalies or gaps in employment in their application form; this includes their employment history.
- At the end of their interview, candidates will be reminded of their responsibility to disclose criminal convictions that are subject to DBS check if they have not already done so on the application form.
- Proof of right to the UK must also be provided at interview.

Appointment

Disclosure and Barring Service and other pre-employment compliance checks

- A Disclosure and Barring Service Certificate (DBS) will be required for all appointed posts, it is enhanced.
- Fitness to work declaration will be required following appointment to ensure that a candidate has the health and physical capacity for the job.
- Keeping Children Safe in Education declaration.
- Further identity checks to determine you are who you say you are.
- Inclusion on our Single Central Register (SCR).
- List 99 in some circumstances.
- Prohibition checks for appropriate applicants.

Probation

All new staff will be subject to the Fairfield High School for Girls probation procedure for a period of six months. The probation period is to enable the assessment of an employee's suitability for the job for which they have been employed, which includes the monitor and review of the performance of new staff in relation to duties, skills, qualifications and experience outlined in the job description and personal specification. This will also include an employee's suitability to work with children and young people and their commitment to safeguarding and child protection.

Equal Opportunities

Fairfield High School for Girls recognises the value of, and seeks to achieve, a diverse workforce which includes people from all backgrounds. Fairfield High School for Girls takes positive steps to create an employment culture in which people feel confident of being treated with fairness, dignity and tolerance irrespective of their individual differences. This commitment extends beyond the relationship between and conduct of employees and potential employees, to the whole community. Fairfield High School for Girls is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.

General Data Protection Regulation

Fairfield High School for Girls is committed to ensuring that your privacy is protected. By signing a contract of employment you will agree for Fairfield High School for Girls, and/or agents appointed by the Trust Board, to process your personal data, including "sensitive personal data" as defined in the General Data Protection Regulation (GDPR), for the purposes of the operation, management and security and/or administration, as well as, complying with all applicable laws, regulations and procedures. The information you provide (except Equality Monitoring Information) may be shared with partner organisations that provide services to Fairfield High School for Girls. A full list of these organisations is available on request. Further information about how and why we collect your data can be found in the Privacy Notice for Applicants.