

Recruitment, Selection and Disclosure and Procedures



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Recruitment, Selection and Disclosure Policy and Procedures

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Introduction

Caterham School (the School) is committed to providing the best possible care and education to its pupils and to safeguarding and promoting the welfare of children and young people. The School is also committed to providing a supportive and flexible working environment to all its members of staff. The School recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment.

The aims of the School'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 equitably 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, gender reassignment, pregnancy or maternity, marital or civil partner status, disability or age
- to ensure compliance of all relevant legislation, recommendations and guidance including the statutory guidance published by the Department for Education (DfE), Keeping Children Safe in Education (KCSIE) 2025, Disqualification under the Childcare Act 2006 (DUCA), the Prevent Duty Guidance for England and Wales 2023 (the Prevent Duty Guidance) and any guidance or code of practice published by the Disclosure and Barring Service (DBS) and
- to ensure that the School meets its commitment to safeguarding and promoting the welfare of children and young people by carrying out all necessary pre-employment checks

All employees, particularly those involved in the recruitment and selection of staff are responsible for familiarising themselves with and complying with the provisions of this policy. Any potential conflict of interest should be declared at the outset of the process or as soon as it becomes apparent.

PART A –RECRUITMENT SELECTION AND DISCLOSURE POLICY & PROCEDURE

I Recruitment & selection procedure

All applicants will be required to complete an application form containing questions about their academic and employment history and their suitability for the role. Incomplete application forms will be returned to the applicant where the deadline for completed application forms has not passed. A curriculum vitae will not be accepted in place of the completed application form however may be submitted as an additional document. Should there be any gaps in academic or employment history a satisfactory explanation must be provided.

Applicants will receive a job description which includes a person specification for the role applied for.

The School will shortlist applicants according to the relevance and applicability of their professional attributes and personal qualities to the role.

Shortlisted candidates should be asked to complete a self-declaration form in relation to their criminal record or information that would make them unsuitable to work with children. Self-declaration is subject to Ministry of Justice guidance on the disclosure of criminal records. Applicants will be asked to sign a declaration confirming that the information they have provided is true. Where there is an electronic signature, the shortlisted candidate should physically sign a hard copy of the application at the point of interview.

The School will carry out online searches on shortlisted applicants and all applicants will be requested to provide details of their online profile, including social media accounts, as part of their application. Online search results may be raised with the applicant for discussion at an appropriate time, before any offer of employment is made.

The applicant may then be invited to attend an interview at which their relevant skills and experience will be discussed in more detail. One of the interviewers will be trained in Safer Recruitment.

For teaching positions and pastoral roles (where appropriate) the pupils will be involved in the recruitment process in a meaningful way. This may include feedback from lessons given as part of the recruitment process.

If it is decided to make an appointment following an interview, any such offer will be conditional on the following pre-employment checks:

- verification of identity, right to work in the UK and relevant qualifications; (see 1a for further details)
- verification of the applicant's employment history
- for positions which involve 'teaching work', information about whether the applicant has ever been referred to, or is the subject of a sanction, restriction or prohibition issued by the Teaching Regulation Agency which renders them unsuitable or unable to work at the School
- the receipt of an *enhanced* disclosure from the DBS which the School considers to be satisfactory and an appropriate equivalent overseas check where this is available for candidates who have lived abroad in any one country for three months or more in at least the last 5 years. 'Portable' enhanced DBS disclosures and those accepted from other

schools, issued within the last 3 months, will required a separate Children's Barred List check; (see 1b for further details)

- the offer will be subject to a Prevent duty risk assessment. The School has a legal duty under section 26 of the Counter-Terrorism and Security Act 2015 to have 'due regard to the need to prevent people from being drawn into terrorism'. This is known as the Prevent duty. Schools are required to assess the risk of children being drawn into terrorism, including support for extremist ideas that are part of terrorist ideology
- the receipt of a completed self-declaration form in relation to the applicants criminal record or information that would make them unsuitable to work with children.
- the receipt of two satisfactory references (one of which must be from the applicant's most recent employer) which the School considers to be satisfactory; preceding employers involving work with vulnerable people may also be approached where staff work in boarding and/or an overseas criminal record check is not available; (see 1c for further details). References are also undertaken for internal appointments
- for applicants who have carried out teaching work outside the UK, information about whether the applicant has ever been referred to or is the subject of a sanction issued by a regulator of a teaching profession in any other country which renders them unable or unsuitable to work at the School.
- Information about whether the applicant has ever been subject to a direction under section 142 of the Education Act 2002 which renders them unable or unsuitable to work at the School
- For management positions, information about whether the applicant has ever been referred to the Department for Education or is the subject of a direction under section 128 of the Education and Skills Act 2008 which renders them unsuitable or unable to work at the School. This applies to Trustees, academic Heads of Department and above, support staff at senior management level and above. This check also applies to internal appointments.
- Confirmation that the applicant is not disqualified from acting as a trustee or senior manager of a charity under the Charities Act 2011; this applies to Trustees, the Head and Chief Operating Officer and any senior manager who may report directly to the Board of Trustees.
- verification of the applicant's medical fitness for the role ; (see 1d for further details)
- the agreement of a mutually acceptable start date and the signing of a contract (where appropriate) incorporating the School's standard terms and conditions of employment;

a. Verification of identity, address and qualifications

All applicants who are invited to an interview are requested to bring the following evidence of identity, right to work in the UK, address and relevant qualifications (original documents are required):

- Passport or other proof of entitlement to live and work in the UK;
- Where a passport is not provided, other photo identification such as a current driving licence

- Birth Certificate
- One document showing name and home address; this can be one of the following: - Bank or Building Society/ Credit Card Statement (issued in the last 3 months)
 - Utility bill (issued in the last 3 months)
 - Council Tax bill (issued in the last 12 months)
 - Mortgage Statement (issued in the last 12 months)
 - Financial Statement i.e. pensions (issued within the last 12 months)
 - P45/P60 statement (issued within the last 12 months)
 - Benefit Statement (issued in the last 3 months)
 - EEA National ID Card/Irish Passport Card/Pass accreditation logo card (Must be valid)
 - Letter from Head or college Principal – to be used in exceptional circumstances for 16 – 19-year-olds (Must be valid)
- Where no driving licence or birth certificate can be provided, we may require another additional proof of address
- Confirmation of any educational and professional qualifications referred to in their application form and where relevant to the post

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.

If not seen at interview, any offer of employment is conditional, subject to the above and any other outstanding vetting checks.

The School asks for the date of birth of all applicants. Proof of date of birth is necessary so that the School may verify the identity of, and check for any unexplained discrepancies in the employment and education history of all applicants. The School does not discriminate on the grounds of age.

Original copies of all qualification certificates relevant to the role are required. Where these are lost the applicant must apply to the awarding body for duplicates or letters of confirmation.

b. Disclosure and Barring Service (DBS) Disclosure

Due to the nature of the work, the School applies for an enhanced disclosure from the DBS in respect of all prospective staff members, trustees and volunteers.

An enhanced disclosure will contain details of relevant convictions on record together with details of any cautions, reprimands or warnings held on the Police National Computer which are also considered relevant (see section C for further information). An enhanced disclosure will reveal whether an applicant is barred from working with children or vulnerable adults by virtue of his/her inclusion on the lists of those considered unsuitable to work with children or vulnerable adults maintained by the DfE and the Department of Health. An enhanced disclosure may also contain non-conviction information from local police records which a chief police officer thinks may be relevant in connection with the matter in question. For free, impartial and confidential advice on which convictions should be shared, applicants are encouraged to call the ACAS legal helpline 0300 123 1100.

If there is a delay in receiving a DBS disclosure the Head has discretion to allow an individual to begin work pending the receipt of the disclosure. This will only be allowed if all other checks

including a check of the Children's Barred List have been completed and once appropriate supervision has been put in place. A risk assessment will be reviewed every two weeks until the certificate has been received.

If the prospective staff member, trustee or volunteer has an Enhanced DBS certificate that is linked to the DBS Update service, this may be acceptable should the original certificate be presented, the update service check provides no new information, and a separate Child Barring list check is completed. If the Update Service check confirms new information is available, a new DBS application will be required before they are able to start, they will not be able to begin under risk assessment arrangements

Applicants with continuous periods of overseas residence of over 3 months in any one country in the last 5 years will be asked to apply for the equivalent of a disclosure, if one is available from the relevant jurisdiction(s). If an overseas check is not available additional references may be required

c. References

Where possible, references will be taken up on short listed candidates, including internal applicants, prior to interview. If candidates do not wish the School to take up references in advance of the interview they should notify the School at the time of application. References are accepted from a senior person with appropriate authority and not from a peer colleague.

All offers of appointment will be subject to the receipt of a minimum of two references which are considered satisfactory by the School. 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 referee should be from the employer with whom the applicant most recently worked with children. Neither referee should be a relative or someone known to the applicant solely as a friend.

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. All referees will be sent a copy of the job description and person specification for the role (if relevant) which the applicant has applied for. If the referee is a current or previous employer, they will also be asked to confirm the following:

- the applicant's dates of employment, salary, job title/duties, reason for leaving, performance, absence* and disciplinary record
- whether the applicant has ever been the subject of disciplinary procedures involving issues related to the safety and welfare of children (including any in which the disciplinary sanction has expired)
- whether any allegations or concerns have been raised about the applicant that relate to the safety and welfare of children or young people or behaviour towards children or young people
- whether they are completely satisfied that the applicant is not involved in "extremism" being 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.

(* only to be included in references requests made after the offer of employment has been made)

The School will only accept references obtained directly from the referee and will not rely on references or testimonials provided by the applicant or on open references or testimonials.

The School will compare all references with any information given on the application form. Any discrepancies or inconsistencies in the information will be taken up with the applicant and the relevant referee before any appointment is confirmed.

The School makes direct inquiries with referees of applicants for all positions.

d. Medical Fitness

The School is required to verify the medical fitness of anyone to be appointed to a post at the School, *after* an offer of employment has been made but *before* the appointment can be confirmed.

It is the School's practice that all applicants to whom an offer of employment is made must complete a health questionnaire or self-declaration as appropriate to the role. The School will arrange for the information contained in the questionnaire to be reviewed by the School's medical advisor. If the School's medical advisor has any doubts about an applicant's fitness the School will consider reasonable adjustments in consultation with the applicant. The School may also seek a further medical opinion from a specialist or request that the applicant undertakes a full medical assessment.

The School is aware of its duties under the Equality Act 2010. No offer of employment will be withdrawn without first consulting with the applicant, considering medical evidence, considering reasonable adjustments and suitable alternative employment.

e. Children's Barred List and Department for Education's Prohibition Register

Due to the fragmented and campus nature of the school site and the age of buildings where toilet and refreshment facilities are in different areas, the School has decided that in practice, regular volunteers and visitors are very likely to be unsupervised at times and so should be considered to be in regulated activity, therefore a Children's Barred list check will be required.

All staff involved in teaching pupils will also be checked against the DfE's employer's portal to ensure that anyone employed to carry out teaching work is not subject to a prohibition from teaching order issued by the Secretary of State. Since leaving the EU the UK no longer has access to the EEA sanction list so teachers applying from the EEA will now be asked to provide a letter of professional standing.

A s.28, prohibition from management check will be undertaken for all Trustees, teaching staff at Head of Department level upwards and support staff who sit on the senior management team. This applies to both internal and external appointment.

f. Childcare Disqualification Regulations (2018)

Those employed in, or managing those who work with, Early Years and/or Later Years (Under 8's) childcare will be asked to declare whether they are personally disqualified from working with this age group under the Childcare (Disqualification) Regulations 2018. Shortlisted candidates will be provided with a self-declaration form prior to interview.

See Appendix 1 for a summary of the vetting checks.

PART B –VOLUNTEERS, AGENCY, CONTRACT, UNCHECKED STAFF & TRUSTEES

Contractors engaged by the School who have regular or unsupervised contact with pupils must complete the same checks for their employees that the School is required to complete for its staff. The School requires written confirmation that these checks have been completed before employees of the Contractor can commence work at the School.

Agencies who supply staff to the School must also complete the pre-employment checks which the School would otherwise complete for its staff. Again the School requires written confirmation that these checks have been completed before an individual can commence work at the School.

The School will independently verify the identity of staff supplied by the contractor or agency.

Occasional visitors to the School must sign in at Reception (Senior, Pre-Prep. or Prep. School), wear a visitor's pass and be accompanied at all times.

All staff, volunteers, sports coaches, music and other peripatetic staff will be recruited via the Human Resources Department, subject to the relevant Senior Leadership Team approval and will undergo the following pre-engagement checks:

1. Completion of application form
2. One interviewer will be trained in Safer Recruitment
3. Any gaps in employment are identified and discussed at interview
4. Names, addresses and contact details of two referees are provided, one of which should be current or most recent employer where applicable
5. Completion of medical self-declaration
6. Completion of a self-declaration form in relation to their criminal record or information that would make them unsuitable to work with children.
7. Enhanced DBS check which includes a barred list check.
8. Presentation of all the original documents requested to support the DBS application
9. Addresses provided where candidate has lived in the last 5 years, overseas check where applicable (see Part A 1 b)
10. Presentation of original qualification certificate(s) where applicable
11. Documentary evidence provided of right to live and work in the United Kingdom (e.g. current passport or birth certificate)
12. Official photo identification provided (e.g. current passport or driving licence)
13. Department for Education Prohibition check for teaching staff and letters of professional standing if applying from the EEA
14. Department for Education Prohibition from management of an independent school (for academic heads of department and above including the Bursar)
15. Self-declaration for those working in Early Years and after school care.

In exceptional circumstances the member of staff may commence work prior to receipt of satisfactory DBS disclosure. Under these circumstances all of the above pre-engagement checks must be completed in addition to the following:

1. Barred List Check (previously known as List 99 Check)
2. DBS application has been applied for by the School
3. Risk Assessment put in place (see example in Appendix 2)

a. Volunteers

Regular volunteers at the School are generally considered to be in regulated activity due to the difficulties in ensuring constant supervision and therefore subject to the same checks as other members of staff. In particular individuals interested in volunteering at the School will need to complete the following:

1. Volunteer Application form including details of last employment
 2. Self-declaration form in relation to their criminal record or information that would make them unsuitable to work with children
 3. Names, addresses and contact details of two referees, one of which should be current or most recent employer where applicable
 4. Completion and submission of DBS application form which will include a Children's Barred List check.
 5. Informal interview with the person for whom they will volunteer
 6. Addresses provided where candidate has lived in the last 5 years
 7. Documentary evidence provided of right to live and work in the United Kingdom (e.g. current passport or birth certificate)
 8. Official photo identification provided (e.g. current passport or driving licence)
 9. Department for Education Prohibition where necessary.
- See *vetting checks summary – appendix I*.

Volunteers will not be able to work at the School until all the above checks have been carried out. All volunteers will be inducted in relation to behavioural conduct, health and safety and child protection and will receive a volunteers agreement.

Where volunteers are considered *not* to be in regulated activity a risk assessment must be undertaken to support this decision.

b. Contractors

The majority of contractors work at the School in secured sites or outside term-time and therefore have no direct contact with pupils. Pupils are not allowed in areas where builders are working for safeguarding, health and safety reasons. Any regular contractor working during term time who may have unsupervised contact with the pupils is subject to the recruitment procedure described on page 1 of the document (with the exception of a barred list check if not engaged in regulated activity); they are also required to sign in each day at Reception and to wear an identification badge. Contractors who are on site during term time, are occasional visitors and do not meet the definition of regulated activity (and therefore will have not completed the described checks) will be required to sign in at Reception (Pre-Prep., Prep School or Senior School), wear a visitors badge and be appropriately supervised by a member of the Estates team or other suitable member of staff at all times.

The School is required to check the identity of all contractors on arrival.

c. Taxi Firms and School Bus Providers

All taxi firms and school bus providers commissioned by the School have written agreements in place to ensure that all taxi and bus drivers working in direct contact with pupils have been DBS

checked at an enhanced level. The School will only work with taxi firms and agencies that can demonstrate that they have effective vetting arrangements for their staff.

d. Agency / Supply Staff and Visiting Professionals

Agency staff are occasionally used to cover short-term operational needs e.g. cover for sick leave or extra staff needed for a specific function. Safer recruitment checks are required for all supply and agency staff. The supply agency must provide written confirmation that they have conducted these checks, including an enhanced DBS disclosure and provide a copy of the disclosure number and references taken on request. The agency member of staff must arrive with a copy of their disclosure and photographic identification.

Professionals employed by third parties who work at the School (e.g. the School Doctor) will have been checked by their employing organisation. Written confirmation will be required and the individual must present identification.

e. PGCE Students

Where PGCE students attend a work placement at the School, the teacher training provider should ensure that an enhanced DBS disclosure is applied for when a place at a teacher trainer institution has been accepted. Disclosures should therefore have been received by the teacher training institution prior to the student commencing their placement at the School. As with agency staff, the teacher training provider must assure the School in writing that all required vetting checks have been carried out. The student should bring their disclosure document and photographic identification with them when starting their work placement at the School.

In all cases the PGCE students will be appropriately supervised by a permanent member of staff throughout their placement.

f. Visiting Speakers

The School recognises the value of visiting speakers in enhancing the curriculum.

The School's preparation for a visiting speaker

The School satisfied that the content of the presentation is not in any way contrary to the School's Equality Policy, the ethos of inclusion of the School, British values or any concern in relation to the Prevent Duty.

1. A suitable member of staff will be designated to organising the visit and for meeting, signing in/out and supervising the speaker at all times during their visit.
2. The member of staff responsible will check that the work of the agency or visitor is known to them using the checklist in appendix 4.
3. Clear guidelines will be provided to the speaker for the content of the speaker's input which will inform the planning of the visit and any preparatory or follow up work. The speaker will be provided with information on ability, age, number of pupils in the group and any special needs requirements. The date, time and duration of the session will also be confirmed as will resources and equipment required.

4. The speaker will clearly outline in advance the aims and outlines of their session with methods, content and approaches and the supervising member of staff should ensure that these are consistent with the Schools Philosophy and Aims.
5. The speaker should be made aware of any relevant school policies and procedures.

DBS vetting checks will not be required for speakers whose visits do not qualify under the School's requirements for vetting checks (see appendix 1) providing they are fully supervised by a designated member of staff at all times during their visit. The visitor and checks will be listed on a register held in HR. Access to boarding areas are prohibited.

Virtual visiting speakers and/or events may require their own risk assessment as an alternative to the checklist. Please contact the HR Department or Designated Safeguarding Lead should you have any queries.

g. Host Families involved in UK Homestay arrangements

Where a family hosts a student in their own home as part of an exchange scheme, those in the household aged over 16 years will be required to complete an enhanced DBS disclosure check prior to the exchange student taking residence. Those aged 16 to 18 years and are on the school roll at the time of the Homestay do not require a DBS check.

The trip leader will initiate the process at least 17 weeks prior to the commencement of the Exchange by sending a list of pupils and the name of the partner school to the HR department. A letter will be prepared and signed by HR and the Administration department will send it by Clarion to the Caterham host families. The letter establishes the name and contact details of the primary carer and should be returned to HR 16 weeks prior to the commencement of the Exchange. The HR department will inform Cath Drummond and the trip leader of the progress of vetting checks and when parents have been cleared. Any concerns regarding the content of a DBS disclosure will be shared directly with the DSL for the Senior School and a risk assessment will be undertaken.

Partner schools in Homestay arrangements abroad are not able to provide DBS checks on their own host families. Caterham School works with partner schools overseas to ensure that appropriate assurances are obtained before a visit concerning the arrangements that will be in place.

Please see the Homestay Trip Leader Policy for further details.

h. Trustees

Prospective Trustees are subject to all recruitment checks applied to prospective employees. Any prospective Chair will be subject to the relevant checks by the DfE in place of the school.

i. Risk Assessments where DBS disclosures are not received

In most cases a DBS disclosure is obtained before an individual begins work. On occasion however, the DBS disclosure may not have been received prior to the start date of employment. This may happen where there is a significant delay at the Disclosure and Barring Service or where there is an

urgent need for the individual to start, for example when covering sick or other emergency leave. In these cases, where all other employment checks have been completed, and subject to a risk assessment (see *appendix 2*), an individual may be able to start work if the risk to pupils is considered to be low and where effective supervision (the individual being accompanied at all times) of the individual is in place. A letter confirming the arrangement will be provided to the member of staff and their supervisor who must sign it to indicate that it has been read, understood and agreed to. The supervisor must be fully vetted themselves, preferably more senior than the individual and the arrangement must be subject to a review every two weeks.

In the case of Homestay arrangements, a risk assessment will be undertaken and alternative accommodation may be found in the event of a DBS certificate not arriving in time for the UK visit.

PART C – DISCLOSURE AND BARRING SERVICE POLICY STATEMENT

Background

The School will not unfairly discriminate against any applicant for employment on the basis of conviction or other details revealed. The School makes appointment decisions on the basis of merit and ability. As any position in a school involves the opportunity for access to children it is essential the applicant provides the School with legally accurate answers. If an applicant has a criminal record this will not automatically bar them from employment within the School. Instead, each case will be decided on its merits in accordance with the objective assessment criteria.

On 29 May 2013 the DBS commenced the filtering and removal of certain specified information relating to old or minor criminal offences from all criminal record disclosures. These rules were updated on 28th November 2020 so that:

- warnings, reprimands and youth cautions will no longer be automatically disclosed on a DBS certificate
- the multiple conviction rule has been removed, meaning that if an individual has more than one conviction, regardless of offence type or time passed, each conviction will be considered against the remaining rules individually, rather than all being automatically disclosed

An additional change was made on 28 October 2023 as follows:

- All unspent conditional cautions and convictions will be automatically disclosed

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Candidates requiring further information should go to Guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975 - GOV.UK (www.gov.uk).

Failure to disclose a relevant previous conviction may lead to an application being rejected or, if the failure is discovered after employment has started, may lead to summary dismissal on the grounds of gross misconduct. A failure to disclose a previous conviction may also amount to a criminal offence. Free, independent advice can be obtained from ACAS via 0300 123 1100

It is unlawful for the School 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 attempt to apply for a position at the School. The School will make a report to the Police and/or the DBS if:

- it receives an application from a disqualified person;
- is provided with false information in, or in support of an applicant's application; or
- it has serious concerns about an applicant's suitability to work with children.

The Childcare (Disqualification) Regulations 2018 apply to those providing early years or later years' childcare including before school and after school clubs, to children who have not attained the age of 8 and to those directly concerned in the management of childcare.

The School takes its responsibility to safeguard children very seriously and any staff member and/or successful candidate who is aware of anything which may affect his/her suitability to work with children must notify the School immediately. This will include notification of any convictions, cautions, court orders, reprimands or warnings he/she may receive.

Staff and/or successful candidates who are disqualified from childcare or registration may apply to Ofsted for a waiver of disqualification. Such individuals may not be employed in areas from which they are disqualified or involved in the management of those settings, unless and until such waiver is confirmed. Please speak to the HR Manager for more details.

Failure to declare any convictions (that are not subject to DBS filtering) may disqualify a candidate from appointment or result in summary dismissal.

Assessment criteria

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 School will consider the following factors before reaching a recruitment decision:

- whether the conviction or other matter revealed is relevant to the position in question
- the seriousness of any offence or other matter revealed
- the length of time since the offence or other matter occurred
- whether the applicant has a pattern of offending behaviour or other relevant matters
- whether the applicant's circumstances have changed since the offending behaviour or other relevant matters;
- the circumstances surrounding the offence and the explanation(s) offered by the convicted person.

If the post involves regular contact with children, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted at any time of any the following or similar offences:

- murder, manslaughter, rape, other serious sexual offences, grievous bodily harm or other serious acts of violence
- serious class A drug related offences, robbery, burglary, theft, deception or fraud.

If the post involves access to money or budget responsibility, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted at any time of robbery, burglary, theft, deception or fraud or similar offences.

If the post involves some driving responsibilities, it is the School's normal policy to carefully consider any convictions for driving offences.

Assessment procedure

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 School will carry out a risk assessment by reference to the criteria set out above. The risk assessment must be signed by the Bursar or the Headmaster as appropriate before a position is offered.

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

Retention and security of disclosure information

The School's policy is to observe the guidance issued or supported by the DBS on the use of disclosure information.

In particular, the School will:

- store disclosure information and other confidential documents issued by the DBS in locked, non-portable storage containers, access to which will be restricted to members of the School's senior leadership team and the HR Department
- not retain disclosure information or any associated correspondence for longer than is necessary. Generally this will be for a maximum of six months. The School will keep a record of the date of a disclosure, the name of the subject, the type of disclosure, the position in question, the unique number issued by the DBS and the recruitment decision taken
- ensure that any disclosure information is destroyed by suitably secure means such as shredding
- prohibit the photocopying or scanning of any disclosure information

The School complies with the provisions of the DBS code of practice.

Retention of records

If an applicant is appointed, the School will retain any relevant information provided on their application form (together with any attachments) on their personnel file. If the application is unsuccessful, all documentation relating to the application will normally be confidentially destroyed after four months.

Policy Statement on the Recruitment of Ex-offenders

The School will not unfairly discriminate against any candidate for employment on the basis of conviction or other details revealed. The School makes appointment decisions on the basis of merit and ability. If an individual has a criminal record this will not automatically bar him/her from employment within the School. Instead, each case will be decided on its merits in accordance with the objective assessment criteria set out below.

All candidates should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if they have been appointed, and a possible referral to the police and/or DBS.

Under the relevant legislation, it is unlawful for the School to employ anyone who is included on the lists maintained by the DBS of individuals who are considered unsuitable to work with children. In addition, it will also be unlawful for the School to employ anyone who is the subject of a disqualifying order made on being convicted or charged with the following offences against children: murder, manslaughter, rape, other serious sexual offences, grievous bodily harm or other serious acts of violence. It is also unlawful for the School to knowingly employ someone who works in the relevant settings and is disqualified from providing childcare under the statutory guidance "Disqualification under the Childcare Act 2006".

It is a criminal offence for any person who is disqualified from working with children to attempt to apply for a position within the School. The School will report the matter to the Police and/or the DBS if:

- the School receives an application from a disqualified person;
- is provided with false information in, or in support of, an applicant's application; or
- the School has serious concerns about an applicant's suitability to work with children.

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 School will consider the following factors before reaching a recruitment decision:

- whether the conviction or other matter revealed is relevant to the position in question;
- whether the conviction or caution is 'protected' as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020 (if yes, it will not be taken into account);
- the seriousness of any offence or other matter revealed;
- the length of time since the offence or other matter occurred;
- whether the applicant has a pattern of offending behaviour or other relevant matters;
- whether the applicant's circumstances have changed since the offending behaviour or other relevant matters;
- in the case of disqualification from providing childcare, whether the applicant has or is able to obtain an Ofsted waiver from disqualification; and
- the circumstances surrounding the offence and the explanation(s) offered by the convicted person

If the post involves regular contact with children, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted at any time of any the following offences: murder, manslaughter, rape, other serious sexual offences, grievous bodily harm or other serious acts of violence, serious class A drug related offences, robbery, burglary, theft, deception or fraud.

If the post involves access to money or budget responsibility, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted at any time of robbery, burglary, theft, deception or fraud.

If the post involves some driving responsibilities, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted of drink driving.

2. Policy Statement: Secure Storage, Handling, Use, Retention & Disposal of Disclosures and Disclosure Information

It is a requirement of the DBS Code of Practice that all Registered Bodies must have a written policy on the correct handling and safekeeping of Disclosure information. It also obliges Registered Bodies to ensure that a body or individual, on whose behalf they are countersigning Disclosure applications, has a written policy.

General principles

As an organisation using the Disclosure and Barring Service to help assess the suitability of applicants for positions of trust, Caterham School, complies fully with the DBS (CRB) Code of Practice regarding the correct handling, use, storage, retention and disposal of Disclosures and Disclosure information. It also complies fully with its obligations under the Data Protection Act 1998 and other relevant legislation pertaining to the safe handling, use, storage, retention and disposal of Disclosure information.

Storage and access

Disclosure information is kept securely, in lockable, non-portable, storage containers with access strictly controlled and limited to those who are entitled to see it as part of their duties. This is limited to the Bursar, Headmaster and their nominated deputies, the Head of HR and HR Officer.

Handling

In accordance with section 124 of the Police Act 1997, Disclosure information is only passed to those who are authorised to receive it in the course of their duties. We maintain a record of all those to whom Disclosures or Disclosure information has been revealed and it is a criminal offence to pass this information to anyone who is not entitled to receive it.

Usage

Disclosure information is only used for the specific purpose for which it was requested and for which the applicant's full consent has been given.

Retention

Once a recruitment (or other relevant) decision has been made, we do not keep Disclosure information for any longer than is necessary. This is generally for a period of up to six months, to allow for the consideration and resolution of any disputes or complaints. If, in very exceptional circumstances, it is considered necessary to keep Disclosure information for longer than six months, we will consult the DBS and/or Independent Schools Inspectorate about this and will give full consideration to the data protection and human rights of the individual before doing so. Throughout this time, the usual conditions regarding the safe storage and strictly controlled access will prevail.

Disposal

Once the retention period has elapsed, we ensure that any Disclosure information is immediately destroyed by secure means, i.e. shredding, pulping or burning. While awaiting destruction, Disclosure information is not kept in any insecure receptacle (e.g. waste bin or confidential waste sack). Other than as described above, we do not keep any photocopy or other image of the body of Disclosure or any copy or representation of the contents of a Disclosure. However, notwithstanding the above, we do keep a record of the date of issue of a Disclosure, the name of the subject, the type of Disclosure requested, the position for which the Disclosure was requested, the unique reference number of the Disclosure and the details of the recruitment decision taken. This information may include retention of the top 'slip' which described the types of check, unique number and for whom it was issued as advised by the Independent Schools Inspectorate.

Safeguarding

The School will make candidates aware that all posts in the School involve responsibility for safeguarding children although the extent of that responsibility will vary according to the nature of the post.

Related Policies and Documents

Advertisement Policy
Child Protection Policy
Employment Reference Policy
Keeping Children Safe in Education 2025
Staff Conduct Policy
Equal Opportunities in Employment Policy
Staff Privacy Notice and Data Retention Policy

Queries

All queries relating to the School's recruitment processes should be directed to the Director of People or HR Team at hr@caterhamschool.co.uk

The following checks are required by the School for all employed staff, volunteers who visit regularly and are in regulated activity*, self-employed, peripatetic and coaching staff who work on a regular basis and FE students hosted by the School on work related learning placements over 15 days and any other regular visitor.

**Regularly is defined as once a week or 4 or more occasions in a 30 day period. A single overnight visit also requires the following checks.*

Appendix I VETTING CHECKS SUMMARY

1. Proof of identity (and confirmation of the right to work in the UK)
2. Completed form with full career/personal history i.e. no unexplained gaps
3. An interview will always include a person trained in Safer Recruitment, interviewers notes will be required
4. Completion of a self-declaration form in relation to their criminal record or information that would make them unsuitable to work with children
5. Confirmation of qualifications relevant to the post
6. Enhanced DBS disclosure with Children's Barred List check and additional checks where an employee has lived outside the UK (*not required for supervised volunteers*)
7. At least two satisfactory references
8. Medical fitness (*not a requirement for volunteers*)
9. Prohibition (from teaching and/or management and/or trusteeship) and child care disqualification checks as appropriate. Certificate of professional standing if applying from the EEA.

By When

The above checks must be completed *before* the individual can start with the exception of the receipt of a DBS certificate providing it has been applied for, a written risk assessment has taken place, *all other checks above have been completed and the DfE's barred list has been checked.*

Evidence is kept of the above that is subject to inspection by ISI who will scrutinise the relevant dates.

Boarding Pupils and Early Years

Extra requirements are in place for any of the adults described in paragraph one who are working with boarders: additional references may be taken up from every employer/activity where work with children or vulnerable adults took place. There is now some discretion to start without being in receipt of a DBS certificate but the risk assessment must be approved by the relevant Head. .

Who to talk to

The HR department are responsible for coordinating these checks, in the case of references and DBS/overseas checks these can take several weeks. **It is important that an individual does not start with us until cleared to do so. Early communication is essential.** If you have any queries please speak to a member of the HR Department or contact hr@caterhamschool.co.uk

NB Separate rules are in place for contractors and agency staff; please see HR for details.

Appendix 2**Risk Assessment****Staff Not in Receipt of a DBS Disclosure Certificate****Purpose:**

To assess whether it is acceptable for the individual named below to commence employment before receipt of DBS certificate.

Name:**Job Title:**

Under normal circumstances, an enhanced DBS check would be received before a member of staff commences employment. However, for operational reasons, consideration has been given in this particular case for an earlier commencement date for the following reason(s):-

Working arrangements

1. The above named person has no unsupervised contact with pupils.
2. **{Insert name of supervisor}** undertakes to ensure that the above named person is fully supervised at all times until receipt of a DBS.
3. The above named person will be prohibited from access to Early Years or Boarding areas until the DBS certificate is received.

The requirements outlined above will be communicated in writing to both the above named person and supervisor to ensure its adherence and reviewed at two weekly intervals.

Employment Vetting Checks

We have received and validated two employment references both of whom confirmed dates employed and that she/he was reliable and trustworthy whilst in their employment. A Barred List check (and Prohibition check if applicable) have also been completed and no matching records have been found. All other recruitment checks have been completed.

Date of DBS Disclosure Application

The DBS disclosure was applied for on **{insert date}**.

Signatory (Director of People/Chief Operating Officer).....

Appendix 3

Risk Assessment

Staff in Receipt of a DBS Disclosure Certificate Containing Information

Purpose:

To assess whether it is acceptable for the individual named below to commence/continue in employment.

Name:

Job Title:

Nature of Disclosure(s):

Factors to be considered:

- Whether the conviction or other matter revealed is relevant to the position in question;
- The seriousness of any offence or other matter revealed
- The length of time since the offence or other matter occurred
- Whether the applicant has a pattern of offending behaviour or other relevant matters
- Whether the applicant's circumstances have changed since the offending behaviour or other relevant matters
- In the case of disqualification from providing childcare, whether the applicant has or is able to obtain an Ofsted waiver from disqualification; and
- The circumstances surrounding the offence and the explanation offered by the convicted person.

To be completed with reference to the Recruitment Selection and Disclosure Policy and Procedure

Decision with reasons given:

Date of meeting with individual:

Signature of Director of People:

Signature of Head/ Chief Operating Officer:

Appendix 4**Visiting Speaker Checklist**

The School will keep a register of visiting speakers. Any information gathered will be kept in accordance with the School's Data Protection Policy. A copy of this form should be provided to the HR Department for inclusion with the Single Central Register.

	Action	Details
1.	Name of the staff member responsible for booking the Visiting Speaker.	
2.	Name of Visiting Speaker.	
3.	Visiting speaker contact details.	
4.	Date of presentation.	
5.	Audience details.	
6.	Is the visiting speaker known to the School? If "No": - How was this speaker identified? - Was initial contact made by the school or by the speaker? If not by the school, the risk is greater and extra vigilance is needed. - Which organisation are they from?	Yes/No
7.	Subject of presentation.	
8.	Research undertaken on visiting speaker. This should include: - Internet searches on a range of risk-area keywords with the speakers name - Review of any published reports, statements or speeches made by the individual - Checks for any retractions or public apologies etc	
9.	Are you satisfied that the content seen in response to 8 above is not in any way contrary to the School's Equality Policy, the ethos of inclusion of the School, British values or any concern in relation to the Prevent Duty? <i>If concerned, refer the matter to the designated safeguarding lead (DSL).</i>	Yes/No (refer to DSL)
10.	Will the Visiting Speaker be left alone with pupils and undertaking a regulated activity? <i>If yes, please contact HR Department.</i>	Yes (refer to HR) /No
11.	Name of person responsible for supervising the Visiting Speaker whilst they are on site.	
12.	Has the visiting speaker signed the Visiting Speaker Guidelines Form?	Yes/No (refer to HR)

Signed

Date

.....

Virtual visiting speakers and/or events may require their own risk assessment as an alternative to the checklist. Please contact the HR Department or Designated Safeguarding Lead should you have any queries.

Guidelines for Visiting Speakers

Caterham School values visits from speakers who enrich and broaden our pupils' experience and knowledge. They provide them with information that helps them make decisions at different phases of their education, widens their understanding of world and global issues, and provides motivational inspiration through the sharing of a speaker's experience. Our responsibility to our pupils is to ensure that they can critically assess the information they receive as to its value to themselves, and that the information is in sympathy with the ethos and values of the School and the tenets of the School, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs (referred to as "British Values").

The 'Prevent' statutory guidance (The Prevent Duty: Departmental advice for schools and childcare providers'. DfE, June 2015) (<https://www.gov.uk/government/publications/preventduty-guidance>) requires schools to have clear protocols for ensuring that any visiting speakers whether invited by staff or pupils, are suitable and appropriately supervised.

As per the 'Prevent' guidance, visiting speakers are required to agree to the following terms and conditions:

- The presentation must not incite hatred, violence or call for the breaking of the law.
- The visiting speaker is not permitted to encourage, glorify or promote any acts of terrorism, including individuals, groups or organisations that support such acts.
- The visiting speaker must not spread hatred and intolerance of any minority group/s in the community.
- The visiting speaker must seek to avoid insulting other faiths or groups, within a framework of positive debate and challenge.
- Visiting speakers are not permitted to raise or gather funds for any external organisation or cause without express permission from the Head.
- School staff have the right and responsibility to interrupt and/or stop the presentation for any violation of the agreement.

The school also has a responsibility to safeguard children.

- I confirm that I agree to the above terms and conditions
- I confirm that I am not on the Sex Offenders Register
- I confirm that I am not on the Children's Barred List (previously List 99 and PoCA List), have never been disqualified from working with children or been subject to any sanctions imposed by a regulatory body (e.g. General Teaching Council)

Signed.....

Date.....

Print Name.....