



Contextual Statement

As a school that has been recognised by Surrey LEA as 'providing for some of the counties most vulnerable children many of whom have been difficult to place' and recognised by Ofsted as 'unique' we are very aware of the importance of our context. Recruiting staff is difficult as hiring those who have worked in 'SEND' is not always successful as they need a much wider contextual mental health awareness. The combined SEN and mental health needs of our students; often at extreme levels, means that they have a degree of vulnerability that sadly will attract those with undesirable intentions. Therefore, safer recruitment is paramount to ensure that the people we use are safe to be around our vulnerable students. Continually monitoring staff and assessing their ability to continue in what is a unique and stressful role is also essential to prevent potential and actual harm to our students.

Safer Recruitment & Continued Suitability Policy

- 1.1 Checks

All direct, and freelance, employees of Arun Court Setting who are to have unsupervised contact with children will have a new DBS check via the company. They will also be checked under section 128 if appropriate, have a disbarring check in relation to their status to teach and also their suitability to work with young people. They will have a full qualifications and right to work within the UK check. Receipt of a positive checks will indicate that paid employment can begin - no unsupervised work shall be carried out by the new employee prior to these check. All volunteers and the External Moderation Advisory Team

(similar to a Governing Body) will also be required to have the checks before they can undertake a role.

- 1.2 Responsibilities and Monitoring of checks

The checking system will be the responsibility of the Associate Executive Head although he will delegate the physical collection and processing of evidence. He is also a fully trained Designated Safeguarding Leader and has Safer Recruitment certification. He will maintain appropriate records of document checks. We use the company Total CRB to facilitate this service. In addition these processes are regularly checked by the Chair of EMAT (governance) and the EMAT member for safeguarding. They are also checked as part of our independently brokered bi-annual safeguarding inspection (next due June 2021)

- 1.3 Intentions towards Young people

We will not regard the satisfactory completion of a DBS and other checks, as certain proof of an employee's prior, current or future intentions towards children. We will remain vigilant and will handle any concerns raised by other individuals, for example parents, with the utmost concern – terminating services and making referrals to the LADO and other appropriate authorities if necessary. In our context we will keep a particular watch over students whose anxiety has left them with communication issues and selective mutism; ensuring they work with a variety of staff in a variety of communication contexts so they can raise concerns.

- 1.4 References

Any new employee, EMAT member or volunteer will require at least two written references which are recent and relevant before they can start working with children. In addition we call further referees on the telephone.

- 1.5 Interview Panels
All interview panels will include a suitable level of Safer Recruitment expertise. This expertise is certified and the certificates are kept on record.
- 1.6 Interview Questions
At interview questions will be tailored specifically to the role and at least two safeguarding questions will be included in any interview process whether 'formal' or 'informal'
- 1.7 Agency Staff
Outside agencies employed for events will need to demonstrate a secure understanding of safeguarding before their service is brokered. (See separate policy on chartering services)
- 1.9 Continued suitability of staff
Staff are required to sign a form each term which details their continued suitability to work with students. As part of this their health and medical suitability are discussed. This is a contractual requirement for working in our setting.
All staff have supervision provided in a clinical context – this means that they have a space to review their own mental health and stress levels. In addition, there are safeguarding supervision meetings for peer support each half term. These are safe spaces where concerns can be raised.

This policy is reviewed annually by EMAT. Next review is due April 2021.

DECLARATION EACH TERM

This information is kept securely and is only seen by the school leadership and administrators. It will be made available to Local Education Authority or Ofsted inspectors. If requested, it would be made available to the police.

I currently have a DBS and I know of no accusations against me, or alterations or convictions, that negatively affect my DBS status. In addition I have been checked to confirm I am not disbarred from teaching or disqualified either personally, or by association, from working with young people.

I am currently not on any medication that would affect my ability to work with children (or

I am currently on medication for: and I
 have discussed this with an SLT member (name:) who feels she/he is able to make reasonable changes so that this will not affect my work with children. Medication I'm on is:

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.....

I do not have any injuries or on-going medical complaints which may affect my ability to work with children (or) I have issues with

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which I have discussed with an SLT member who has decided to make reasonable adjustments at this stage.

I have **read the company policies, including updates this term** and agree to abide by their contents. I have completed safeguarding training and feel that I have a good understanding of what to do if I have concerns about a child. I have had whistleblowing training and understand what to do if I had concerns about a staff member or company practices.

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Please detail any further information about what is happening in your life if you feel it could affect your ability to work in our unique environment. We want to support you and are happy to alter your working arrangements in order to protect both you and the young people:

Name:

Signature & date: