

Recruitment Policy (whole school including EYFS)	18 a
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Responsible for Initiating Review of Policy	Director of Finance and Operations
Committee to Review	SLT
Last Review Date	September 2025
Review Period	Annual or as required
Approved by (Committee and Date)	SLT September 2025
Approved by Board of Governors	Autumn term 2025
Effective Date of Policy	September 2025
Next Review Date	September 2026
Related Policies	Safeguarding Policy Staff Code of Conduct Whistleblowing Policy

1.0 Introduction

Burgess Hill Girls is committed to safeguarding and promoting the welfare of children and expects all employees, agency workers and casual employees to share this commitment. The recruitment process supports the School in achieving this aim, both when the School recruits directly or where external agencies are used.

1.1 The aim of the School's recruitment policy is to:

Support the School in achieving its strategy and vision;

- Carry out safer recruitment in line with The Department for Education "Keeping Children Safe in Education (latest version: Sept 2025)" statutory guidance and the regulatory requirements set out in the Independent Schools Standards Regulations 2014.
- Attract high calibre candidates and appoint the best candidate for each role;
- Ensure recruitment is carried out fairly with due regard to equal opportunities and current employment legislation, selecting the best candidate for the role regardless of race, sex, age, sexual orientation or disability.
- Recruitment checklist is followed

2.0 Recruitment Procedure

2.1 Approval

All increases in headcount are to be referred to the Governors for headcount approval.

For replacement positions, these are to be approved as follows:

- All Teaching appointments and senior support appointments – the Head
- All other support appointments – the Director of Finance and Operations

The following roles are Governor appointments and will be appointed by the Nominations Committee:

- Head
- Head of the Prep School
- Director of Finance and Operations

2.1 Direct Advertising

- Agree where to advertise position, timescales, and closing date with either the Nominations Committee, Governors, Head or Director of Finance and Operations as shown above.

- All advertisements must include the following wording:

"The School is committed to safeguarding and promoting the welfare of children and the successful applicant will be subject to an enhanced disclosure through the 'Disclosure and Barring Service.'"

- Agree interview date with relevant parties, together with selection methods for that role
- Interview panel and selection methods agreed. The interview panel will meet before the interview to agree the standard set of interview questions, interview format and specific questions for candidates for example to explore any gaps in application forms.
- Agree wording of advertisement or if recruitment consultant to be used, agree their terms of reference.
- Ensure advertisement and details of the vacancy together with job and person specification is included on the School's website.

2.2 Recruitment Pack

- Review and update job description and person specification
- Review and agree contents of pack for inclusion on the website:

Information to be available on vacancies page of website:

1. details of closing date and recruitment timetable and referencing the school's commitment to safeguarding
 2. Job description and person specification
 3. Application form
- Forms should be checked on receipt and incomplete forms returned to the candidate.
 - Upload completed applications to a Google folder on receipt so that members of the shortlisting panel can review applications prior to the closing date.

2.3 Invite to interview confirmation includes the following information:

Request to bring the following information to interview: confirmation of right to work in UK, proof of identity and original qualification certificates (if required).

Copy of the self-declaration form for declaration of any criminal record is emailed to the applicant to ask them to bring the completed declaration with them to interview, as this information is not included on the application form.

Details of process for that day (including timings for the day).

Confirmation that referees will be contacted before interview.

(If a Teacher), details of lesson to be taught is provided by Head of Department.

2.4 Interviews

Candidates are interviewed against the job description and requirements outlined in the person specification. Any gaps in career history are to be satisfactorily explained. The candidate's views and attitude to child protection will be discussed as part of the selection process. At least one member of every recruitment panel must have completed Safer Recruitment training. This training should be refreshed at least every three years, or more frequently in response to significant changes in legislation or safeguarding guidance.

References:

Two references will be requested for each candidate – one of those from the candidate's last employer and if the candidate has not recently worked with children, the last employer where the candidate has worked with children. The School has a standard reference questionnaire which asks for details of the candidate's suitability to work with children along with any disciplinary record.

Ideally these should be received before the interview and referees will be chased by telephone if not received prior to interview but if not received beforehand, they must be received before the successful candidate can commence employment with the School. The School requests references directly from the referee and never accepts open references. Upon receipt of reference letters, the referee is contacted to confirm they provided the reference.

Social media and digital footprint checks (e.g public online activity, professional networking sites) completed prior to interview and followed up where necessary/appropriate.

2.5 Post recruitment Processes

Interview notes will be taken during interviews. All notes relating to each candidate and completed application forms must be returned to the HR Assistant for safe storage.

Offer to successful candidate:

The successful candidate will be contacted by telephone and an offer letter will be confirmed in writing. The offer pack will include:

- The job title
- Salary and expected start date, taking account of the candidate's notice period,
- The job description for the role
- Confirmation that offer is subject to receipt of satisfactory references (if not yet received), enhanced DBS clearance, prohibition from teaching and/or management, medical fitness via completed medical questionnaire, right to work in the UK or overseas checks if required, completion of the disqualification from childcare form (where relevant) and that offer will be subject to a probationary period and social media checks.
- Details of forms of ID for processing DBS application.
- Safeguarding policy, Section 1 and Annex A of Keeping Children safe in Education statutory guidelines and other regulatory policies
- Medical questionnaire
- Completed declaration under the Disqualification under the Childcare Act 2006 (where relevant). The declaration forms will be updated and re-completed by relevant individuals every 3 years.

Upon receipt of the above forms and on conclusion of the pre-employment checks, a contract of employment is sent out to the candidate. The new starter forms will also be included in this pack (bank details, emergency contact details forms).

A recruitment checklist is completed once an offer is made (copy attached). The Single Central Register will be completed with details of all pre-employment checks and they are transferred across to the Current Staff worksheet once pre-employment checks have been completed and their start date is agreed.

Unsuccessful interview candidates will be either telephoned or written to. Feedback is offered to unsuccessful candidates following interview.

2.6 Induction

Individual areas of the school focus on the requirements specific to their area.

Senior School Teachers:

All new Senior School Teachers are sent an induction booklet together with details of buddy allocation, their timetable, duty allocation and they attend an induction meeting with the Assistant Head Pastoral & Boarding and Assistant Head Academic.

On the first day of employment, the candidate will meet the HR Manager to finalise any outstanding paperwork.

Prep School Teachers:

The induction of new Prep School teachers is the responsibility of the Head and Assistant Head, Prep School and there is a comprehensive induction booklet for new Prep School teaching staff.

Support staff:

All support staff meet with their line manager for role related aspects of the induction process.

Nursery staff:

The induction of nursery staff is the responsibility of the Nursery Manager with support from the HR Assistant as required.

Supply and Agency staff:

The School will only work with external agencies who commit to carrying out the following activities:

- Request an enhanced DBS clearance for all employees working for the School in any capacity and for any duration.
- Request and receive two satisfactory references as per the School's referencing policy as outlined above.
- Provide a statement to the School that they have satisfactorily completed these checks.

The School will also send agency supply candidates:

- School's Safeguarding policy and Section 1 and Annex A of Keeping Children Safe in Education,
- Emergency contact form
- Senior staff – the supply staff induction document

The School will also check their identity on their first day via either sight of their original passport, photo driving license or full birth certificate plus recent utility bill or financial statement sent to home address. Their original DBS certificate should also be brought into School on or before their first day.

3.0 HR Procedures and Documentation – Visitors, temporary staff, placement students, volunteers and contractors.

The School accepts that from time to time it will have, on its premises, various staff from other agencies. This procedure outlines the measures to be taken to ensure the safety of the pupils and

staff at Burgess Hill Girls and will apply to all temporary cover staff, agency staff, consultants, volunteers and other visitors.

3.1 Temporary and Agency Staff:

- It is the responsibility of the individual making the decision to take on the temporary member of staff (includes all temporary cover and Agency staff) to notify the HR Manager as soon as the need has been identified.
- The following checks must have been conducted either by the Agency or the School before the individual can be left unsupervised with any pupils:
 - a. Enhanced DBS check for working with children
 - b. A CV to check for gaps in employment
 - c. Right to work in the UK confirmed
 - d. 2 references seen and verified by telephone
 - e. Staff emergency contact details form completed
 - f. Qualifications checked
 - g. Medical fitness verified
 - h. Childcare disqualification
 - i. Social media checks
- If the Agency has conducted the above checks then the School must be notified by them in writing of this.
- If the above checks are not completed then a written risk assessment will be put in place to ensure the individual concerned is escorted by a member of staff at all times until such time as the checks have been completed.

3.2 Volunteers:

Regular volunteers at the School are 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:

- Volunteer application form including details of last employment and full career summary including dates
- Names, addresses and contact details of two referees
- Informal interview with the person/department for whom they will volunteer
- Enhanced DBS Disclosure

Volunteers will not be able to work at the School until all the above checks have been carried out.

3.3 Contractors:

The majority of contractors work at the School in secured sites or outside term-time and therefore have no direct contact with students. Students should not be allowed in areas where contractors are working for health and safety reasons.

Any regular contractor working in term time who may have unsupervised contact with students is subject to an Enhanced Disclosure and Barring Service Check. They are also required to sign in each day with the Buildings & Estate Department and to wear an identification badge.

Contractors who are on-site during term time and who have not completed an enhanced DBS check will be required to sign in with the Buildings and Estate Department, wear an identity badge and be accompanied by a member of the Buildings and Estate team at all times.

3.4 Placement and PGCE Students

Where placement and 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. The student should bring evidence of identity with them when starting their work placement at the School.

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

3.5 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 students have been DBS checked at an enhanced level. The School will only work with taxi firms and agencies who can demonstrate that they have effective and rigorous recruitment, training and vetting arrangements for their staff.

3.6 Use of External Organisations (e.g. Activity Centres):

All staff proposing to use the services offered by external service providers (outward bound agencies, or Activity Centres) must ensure that the centre is properly licensed and must provide the Bursar a copy of the licence / Registration Certificate prior to signing any agreement with the centre concerned.

3.7 Visitors:

All other visitors to the site, including contractors and visiting parents must sign in at Reception and be escorted by a member of staff at all times. It is the responsibility of the member of staff who has invited the visitor on to the site to ensure that they are escorted at all times.

If any member of staff has any concerns in relation to the behaviour of a temporary / Agency individual or visitor, it must be reported to the Head (as DMS) immediately. The Head (as DMS) will report any incident to the relevant agencies in line with the School's Child Protection Policy.

3.8 Ex Offenders

Recruitment and employment decisions comply with the Equality Act 2010, Rehabilitation of Offenders Act 1974, Data Protection Act 2018, and the Human Rights Act 1998. Certain posts are exempt from the Rehabilitation of Offenders Act due to their regulated activity with children. The School therefore requires Enhanced Disclosure with Barred List checks from the Disclosure and Barring Service (DBS) for all such positions.

Only relevant and non-protected convictions may be taken into account, as defined by the Exceptions Order 1975 (as amended 2013) and DBS filtering guidance.

Fair Recruitment Practice

- Job advertisements will state when an Enhanced DBS check is required.
- Applicants are asked to declare criminal convictions only if invited to interview, and such information must be provided confidentially (marked "Private and Confidential") to the HR Manager.
- Information about convictions will be reviewed only after the candidate's suitability, qualifications, and experience have been assessed on merit.
- Where DBS information differs from that provided by the applicant, the discrepancy will be discussed before any employment decision is confirmed. Applicants will have the opportunity to comment or appeal.
- The School will not unfairly discriminate against any applicant on the basis of a criminal record that is irrelevant to the post.
- Disclosure information is only seen by those who need to know: Head, DFO, HR Manager.
- All such data is stored and disposed of securely, in accordance with GDPR and DBS Code of Practice requirements.

Offences Barring Employment

It is an offence to employ anyone in a regulated position who is barred from working with children or who has committed a specified serious offence (e.g., violent or sexual offences against children or vulnerable persons).

Monitoring and Review

The School reviews this policy as part of the Recruitment and Safer Recruitment Framework at least every three years or in line with updates to KCSIE or relevant legislation.

NEW STAFF APPOINTMENT CHECK LIST

Name of candidate:	<input type="text"/>			
Position applied for:	<input type="text"/>			
Starting date:	<input type="text"/>			
Application Form:	<input type="text"/>	Received:	<input type="text"/> / <input type="text"/> / <input type="text"/>	Entered by <input type="text"/>
Employment History and check for gaps with details:			<input type="text"/> / <input type="text"/> / <input type="text"/>	<input type="text"/>
Identity checked:	Passport seen & copied		<input type="text"/> Yes / <input type="text"/> No	<input type="text"/>
Identity checked:	Driving licence with photo		<input type="text"/> Yes / <input type="text"/> No	<input type="text"/>
Qualifications:	Evidence seen & copied		<input type="text"/> Yes / <input type="text"/> No	<input type="text"/>
Qualification check against application form and job requirements:			<input type="text"/> / <input type="text"/> / <input type="text"/>	<input type="text"/>
DfES number:	<input type="text"/>			<input type="text"/>
Barred List:	Sent: <input type="text"/> / <input type="text"/> / <input type="text"/>	Received:	<input type="text"/> / <input type="text"/> / <input type="text"/>	<input type="text"/>
Enhanced DBS:	Sent: <input type="text"/> / <input type="text"/> / <input type="text"/>	Received:	<input type="text"/> / <input type="text"/> / <input type="text"/>	<input type="text"/>
DBS reference:	<input type="text"/>	Viewed:	<input type="text"/> / <input type="text"/> / <input type="text"/>	<input type="text"/>
Prohibition Teaching:	Secure Access checks:			<input type="text"/>
Prohibition M'ment:	S. 128 Directions check:			<input type="text"/>
Overseas check:	<input type="text"/>			<input type="text"/>
Disqualification under Childcare Act:	Declaration: <input type="text"/> / <input type="text"/> / <input type="text"/>			<input type="text"/>
UK work eligibility:	<input type="text"/>			<input type="text"/>
Reference 1:	Sent: <input type="text"/> / <input type="text"/> / <input type="text"/>	Received:	<input type="text"/> / <input type="text"/> / <input type="text"/>	<input type="text"/>
Reference 2:	Sent: <input type="text"/> / <input type="text"/> / <input type="text"/>	Received:	<input type="text"/> / <input type="text"/> / <input type="text"/>	<input type="text"/>
Health form:	<input type="text"/>	Received:	<input type="text"/> / <input type="text"/> / <input type="text"/>	<input type="text"/>

Interview questions and notes including safeguarding	Received:	<div></div> / <div></div> / <div></div>	<div></div>	<div></div>
Interview panel, x1 person trained in safer recruitment:				
Online Check	Social Media search	Completed:	<div></div> / <div></div> / <div></div>	<div></div>
Acceptance letter:	Sent:	<div></div> / <div></div> / <div></div>	Received:	<div></div> / <div></div> / <div></div>
Contracts issued:	Sent:	<div></div> / <div></div> / <div></div>	Received:	<div></div> / <div></div> / <div></div>
P45:	Sent:	<div></div> / <div></div> / <div></div>	Received:	<div></div> / <div></div> / <div></div>
Bank details	Sent:	<div></div> / <div></div> / <div></div>	Received:	<div></div> / <div></div> / <div></div>
Remarks:				
(initialled and dated)				
All entries complete:	Yes			