

# Groby Community College

*Achieving Excellence Together*



## Safe Recruitment Policy

### 2014 - 2015

Reviewed: Robert Coles and Pam Hollingshead: April 2014  
Agreed: Governors Finance & Premises Committee: June 2014  
Next review: Autumn 2015

Signed:..... Chair of Finance & Premises Committee

Date: .....



## **SAFE RECRUITMENT POLICY**

**This must be used in conjunction with the DfE documents for Safeguarding Children and safer recruitment in Education.**

**Links to: Child protection policy and procedures; Anti-bullying policy.**

### **Introduction**

This college is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment

### **Aims**

#### **For students**

- Are safe
- Feel safe and are confident they can raise issues or concerns about safety and will be taken seriously
- Know how to keep themselves and others safe

#### **For staff**

- Have been selected with due regard to safeguarding procedures and are to the best of our knowledge totally suitable to work with children
- Have ongoing appropriate training and induction so they understand their roles and responsibilities with regard to safeguarding and are confident about carrying them out

#### **For parents and carers:**

- Feel confident that their child is safe at school and if this is not the case they will be listened to and taken seriously

### **Delivery**

- All procedures from planning and advertising to monitoring adhere to the guidance outlined in Dfe guidance for safe Recruitment and LA HR advice
- All shortlisting and interviews have a member of SLT involved - all who are safeguard recruitment trained
- Ongoing training is provided for staff on all aspects of safeguarding
- Policies and practice make clear to students and staff who they can talk to in the event of a concern about safety

### **Monitoring**

This policy is reviewed by the Governor with responsibility for child protection on an annual basis – Catherine Cox.