

Springbank Academy



Where dreams are realised and success is celebrated

Our whole school vision is:

Springbank Academy is a place where all of our children and staff will have the opportunity to excel. Everyone will be safe, happy and cared for. Our curriculum and values will inspire everyone in the school family to be motivated and curious learners and offer core skills, knowledge and enrichment to enable all to gain the foundations for a quality future and a love for life-long learning.

Safer Recruitment Statement

October 2025



Policy Lead: Adam Lumley

Springbank Academy is committed to equal opportunities for all. It is our aim that every policy is written to have a positive impact on every child/all children irrespective of race; religion; gender; sexual orientation or age.

Springbank = success for all

There is a key that unlocks every child's learning, our job is to find that key.

Every staff member and governor must take the responsibility and accountability to ensure the procedures within this policy are delivered and implemented as per Springbank School Policy.

Safer Recruitment Policy Statement for Springbank Academy Springbank Academy recognizes that safeguarding and promoting the welfare of children is of utmost importance.

We are committed to ensuring that our recruitment process is robust, efficient, and fair, and that only those suitable to work with children are employed by the school.

The following procedures will be followed as part of our recruitment process:

1. Job Descriptions and Person Specifications: Job descriptions and person specifications will be clear, detailed and set out the requirements of the job, including the attributes necessary for working with children. These will be updated regularly and will be used to advertise vacant posts.

2. Application Forms: We will use an application form designed to elicit information about qualifications and experience, as well as to assess suitability to work with children.

3. Shortlisting: The selection process will include shortlisting based on the person specifications and job description. The shortlisting process will be carried out by at least two members of the senior leadership team who have undergone Safer Recruitment training.

4. Interview Process: The interview panel will be structured and will aim to assess candidates' suitability to work with children. Questions relating to safeguarding competence and experience will be used.

5. References and Background Checks: Before any job offer is made, references and background checks will be obtained from two professional referees, including one from the candidate's current or most recent employer. Also, everyone who is successful in being appointed will be subjected to a DBS check.

6. Induction and Probation: On appointment, every new member of staff will be given a full induction procedure and access to relevant training and support for their role. Also, every newly appointed member of staff will be subject to a probation period of at least six months.

Expectations by Ofsted:

The current Ofsted framework is the Education Inspection Framework (EIF) updated in 2019. The expectation of the Inspectorate is for schools to demonstrate effective safeguarding and that they are taking all reasonably practicable precautions to identify, screen out or disqualify those who are not suitable to work with children.

Ofsted's 2025 safer recruitment guidelines emphasize a more robust, continuous safeguarding process rather than just end-of-process checks. Key changes include requiring formal, written references from senior staff at current or former employers or education providers for all staff and volunteers, including specific details on safeguarding suitability and any substantiated

concerns. Additionally, training must be updated and consistently applied, and all staff must understand their safeguarding responsibilities and when to raise concerns.

Ofsted Key changes for 2025

- **Formal references:**

Settings must obtain formal, written references from reputable sources like senior staff at previous employers or education providers.

- References must be detailed enough to confirm identity, role, and safeguarding suitability.
- Open references are no longer acceptable.
- References should include information on any substantiated safeguarding concerns or allegations that meet the harm threshold.

- **Safeguarding integration:**

Safer recruitment is now an ongoing process that starts from the initial job advert and continues through induction and training.

- **Updated training:**

Staff must receive early safeguarding induction training, and providers must ensure all staff are familiar with the new guidance and have updated training, including how to raise concerns.

- **Clearer responsibilities:**

Designated safeguarding leads have clearer responsibilities, and all staff must know when and how to raise safeguarding concerns and escalate them if needed.

- **Policy updates:**

Settings must review and update their safeguarding, safer recruitment, and whistleblowing policies to reflect the new requirements.

Moreover, schools must evidence recruitment is part of the induction process, including DBS checks and reference-checking.

Additionally, Ofsted requires schools to ensure that all staff receives regular Safeguarding and Child Protection training. By creating a Safer Recruitment Policy aligned with these expectations, the primary school will demonstrate excellent practice in promoting the welfare of children and ensuring all staff know their duty to safeguard and promote the welfare of children.