



Safer Recruitment & Staff Induction Policy with Toolkit

Updating Policy Procedure

When a policy is due for review it will be emailed to the reviewer who will revise and highlight those updates and return the policy in full with the highlighted updates back to the Policy Co-Ordinator.

When a policy reviewer becomes aware of any updates they will ask the Policy Co-Ordinator to email the policy to them and follow the above procedures.

A policy is a statement of intent and the guidelines we follow, that is adopted by the Fortuna and Athena Federation's Governing Body.

Policy Reviewed by:

Federation Business Manager
CAFO

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Lincolnshire
COUNTY COUNCIL
Working for a better future

SCHOOLS RECRUITMENT POLICY

(Including Safer Recruitment)

This document applies to Community and Voluntary Controlled Schools and is advisory for Foundation and Voluntary Aided Schools.

Date: September 2025

Review Date: January 2026



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SCHOOLS RECRUITMENT POLICY

Purpose

Lincolnshire County Council (LCC) recognises school employees as being fundamental to the success of the school, and to the effective safeguarding of children. LCC aims to recruit a diverse and consistently high performing workforce with the necessary knowledge and skills to help the school achieve its goals. This will be achieved by ensuring that recruitment processes are fair, consistent, transparent, cost-effective and in line with equality and diversity practices. In addition, the appointment of all school employees will be in accordance with the current statutory DfE (Department for Education) guidance Keeping Children Safe in Education (KCSIE).

Principles

- Recruitment is an activity where those involved in the recruitment process will see confidential information of a personal nature. Due care and consideration will be given for this information during and after the process, in line with relevant Data Protection policies.
- An Appointing Officer will manage a recruitment process. They will be trained accordingly and have the authority to recommend to the Governing Body the decision to appoint.
- As a minimum the Appointing Officer will have undertaken Safer Recruitment Training.
- The Appointing Officer will establish a selection panel consisting of 2 or more people.
- Successful candidates cannot commence employment until all the relevant pre-employment checks have been carried out, and the candidate has been cleared to start employment.
- Where LCC is the employer, a representative of LCC may attend proceedings relating to the selection of any teacher. The Governing Body must consider any advice offered by the representative. Where the Governing Body of a maintained school is the employer, and where it has been agreed that LCC has advisory rights, the Governing Body must consider any advice offered (Staffing and Employment Advice for Schools October 2019).

Notification of a Vacant Position

When a Head Teacher position arises, the Chair of Governors will contact the Education team at LCC on Educationteam@lincolnshire.gov.uk, and the School's Education Locality Lead, to notify that a vacancy has arisen and to seek advice and support in accordance with DfE and NGA (National

Governance Association) guidance. In the case of church schools, the relevant Diocese will also be contacted by the Chair of Governors.

In addition, under the School Staffing (England) Regulations 2009, the Governing Body must notify LCC via schnotify@lincolnshire.gov.uk of the following:

a) Community and Voluntary Controlled Schools

- Any vacancy for Head Teacher;
- Any post for a Deputy Head Teacher which it intends to fill;
- Any teaching post to be filled for a period of more than 4 months, and providing LCC with a job description and person specification for the post;
- The name of any member of support staff to be appointed along with a job description, hours of work, the duration of appointment, pay and grade.

b) Foundation and Voluntary Aided Schools

- Any vacancy for Head Teacher;
- Any post for a Deputy Head Teacher which it intends to fill;
- Any teaching post to be filled for a period of more than 4 months and providing LCC with a job description and person specification for the post.

Ensuring a fair recruitment procedure

In accordance with the Public Sector Equality Duty, LCC on behalf of relevant schools is committed to ensuring that equal opportunities are advanced, and discrimination is prohibited, throughout all stages of recruitment. Shortlisting, interviewing and selection will always be carried out without regard to gender, trans status, sexual orientation, marital or civil partnership status, colour, race, nationality, ethnic or national origins, religion or belief, age, pregnancy or maternity leave or trade union membership. This policy should be read in line with the LCC Equality and Diversity in Employment Policy(<https://professionals.lincolnshire.gov.uk/downloads/file/700/equality-and-diversity-in-employment>).

LCC and Governing Bodies recognise and value the diversity of their workforce and communities and seek to ensure that all the attributes, talents and skills available throughout the community are recognised when employment opportunities arise. This commitment extends to the development of current employees, and internal applications are encouraged for opportunities available.

All vacant posts should be advertised to ensure equality of opportunity and encourage as wide a field of candidates as possible. This will normally mean placing an advertisement externally. However, where there is a reasonable expectation that there are sufficient, suitably qualified internal candidates, or staff are at risk of redundancy, vacancies may be advertised internally. Any internal recruitment process will follow the procedures set out in this policy.

LCC may nominate an applicant for a post who may be at risk of redundancy or requiring redeployment. Whilst redeployees are not entitled to priority consideration for post in another school, schools and Governing Bodies are encouraged to work positively with LCC and other schools in considering at risk employees for suitable positions.

In order to ensure a healthy and safe working environment which supports all staff, personal health and wellbeing at work is embedded and considered within recruitment processes. Including mental health as well as physical health, this approach is embedded at all stages; from job design, selection, recruitment, training, development and appraisal.

Disability Confident Scheme

LCC is a member of the Disability Confident Scheme, which extends to Community and Voluntary Controlled schools. Foundation and Aided schools would need to join the scheme themselves to be a Disability Confident employer. Under the scheme, all disabled applicants who meet the minimum requirements of the job as set out in the job description and person specification will be guaranteed an interview.

Care Leavers

Applicants who are care leavers of LCC, (up to and including the age of 25) who meet the minimum criteria for the post and inform LCC of their care leaver status at the time of their application, will be offered an interview.

For the purpose of this policy, a care leaver is a young person aged between 16 and 25 who has left the care of Lincolnshire Local Authority after being previously looked after. To be a care leaver the individual must have been looked after by Children Services for:

- at least 13 weeks between the ages of 14-16;
- or, has spent 13 weeks cumulatively after their 16th birthday under the care of the Local Authority;
- been the subject of a Special Guardianship Order and was in care prior to that Order being made.

Selection criteria

Recruitment will be solely on the basis of the applicant's abilities and individual merit as measured against the criteria for the job. Qualifications, experience and skills will be assessed at the level that is relevant to the job. All employment decisions including those on recruitment, selection, promotion, training and career development, are based solely on job related objective criteria.

An up-to-date job description and person specification will be produced for all posts:

Job Descriptions - ensure potential applicants understand the requirements of the post. This will provide the base for recruitment, selection and induction **see appendix 14 and 14A**, training, appraisal and other employment activities. Job Descriptions and Person Specifications should be developed for all roles in the School, including Teaching staff and the Leadership Team.

Safeguarding requirement - In order for the school to fulfil its obligations to safeguard children and to meet the standards set by the Lincolnshire Safeguarding Children Board, all 4 school based job descriptions must include reference to the post holder's responsibility to safeguard and promote the welfare of children and young people. This is included in the template job description.

Generic job descriptions – for support staff are held on a central job description library held by Lincolnshire County Council on Perspective Lite. These job descriptions have been through the job evaluation process, and it is strongly advised that schools access these job descriptions first.

Job Evaluation - The County Council's Human Resources service provides an evaluation service and grades will be notified to Head Teachers on receipt of a job description. It is important that new grades are not applied before a formal evaluation has taken place. Those schools which use a different Human Resources provider will need to consult with them first but this service must be commissioned from the Council's Human Resource provider to ensure equal pay requirements are met.

Person Specifications - should include qualifications, professional registrations (if required), skills, competencies and previous experience required for the post. The person specification should also include the requirement to be cleared by the DBS for work with children and the Fluency Duty wording

Link to selection - each requirement on the person specification will be graded as either 'Essential' or 'Desirable'. These grades will be used for short listing purposes after the closing date. The person specification can also detail how these issues will be tested – e.g. application form, interview, or assessment day.

As a general rule, it is unlawful for an employer to specify that they require a person with particular characteristics e.g. a particular race or gender, unless there is a genuine occupational requirement

(GOR) for the position, and this can be objectively justified as a 'proportionate means of achieving a legitimate aim'. Any school wishing to apply this exemption must first seek HR advice.

Fluency Duty

Part 7 of The Immigration Act 2016 contains a duty on public authorities, including schools, to ensure that each person who works for them in a public-facing role speaks a level of English which is sufficient to enable them to effectively carry out their role. This is known as the Fluency Duty.

Disclosure of personal relationships or conflicts of interest during the recruitment process

All applicants are required to disclose if they are related or have any personal relationships with any employee of the school. Applicants are asked to state the name of the person and the relationship.

An employee shall not be involved in any appointment process where they are related or have a close personal relationship outside of work with the individual considered for appointment.

All candidates will be asked by the appointing officer if they have any other outside business interests that may conflict with those of the school/LCC. Where these are declared, the Appointing Officer will discuss the significance of this with the candidate to determine whether or not their application can proceed.

Interviews

Those conducting recruitment interviews will ensure that the questions that they ask job applicants are not in any way discriminatory or unnecessarily intrusive. The interview will focus on the needs of the job and skills needed to perform it effectively.

As a Disability Confident Scheme employer, the Appointing Officer will ensure that any reasonable adjustments for the purpose of interviewing candidates are put in place.

Arrangements may include, but are not limited to:

- allowing deaf or speech impaired people to bring an interpreter with them;
- alerting employees to be prepared to show blind people to the place of interview; ensuring that the place of interview is accessible to any candidate with a mobility disability or that assistance is available to them when they arrive;
- allocating extra time for interviews or assessments;
- Contacting occupational health for advice on additional adjustments.

In accordance with Safer Recruitment requirements, the Appointing Officer may wish to complete the Candidate Interview Assessment Form, ensuring that **any gaps** in employment and training history are full explored with the candidate to obtain and record an explanation.

If there are any concerns/suspicious that artificial intelligence (AI) has been unduly used within an individual's application, then interview panel will question the candidate which may result in removing them from the recruitment process.

Outcomes after interview

- Rejection - the candidate is not suitable for the position. Candidates who are unsuccessful after interview will be informed of the outcome of their interview, as soon as reasonably practicable. The Appointing Officer will be sensitive to the need to provide feedback to candidates, if requested to do so and will provide information about where the candidate did not meet the required criteria.
- Provisional Offer – Where a candidate is successful, a provisional offer of employment is made. This enables the school to undertake all necessary pre-employment recruitment and vetting checks before a final offer is made. Pre-employment checks include, but are not limited to:
 - identity checks;
 - qualifications and certificates;
 - asylum and immigration (right to work) checks;
 - (enhanced) DBS / criminal records checks;
 - pre-employment medical / health screening;
 - employment and character references;
 - professional registration checks.

A provisional offer of employment may be withdrawn where any of the above checks are not satisfactory, as deemed by the Governing Body or LCC, or if candidates fail to complete their pre-employment check tasks within 15 days of the process commencing.

Schools are required to securely retain any recruitment process documentation and notes for the successful candidates and unsuccessful candidates for a period of 6 months. This is for the purpose of

feedback requests or to respond to any questions concerning the recruitment/interview process. After 6 months, all documentation should be securely destroyed.

References

KCSIE recommends that references are requested prior to a candidate attending interview, as this will allow any concerns they raise to be explored further with the referee and taken up with the candidate at interview. This should be made clear to candidates in the advertisement and candidate information pack.

All external appointments are subject to the receipt of two satisfactory work references, one of which must be the applicant's present or most recent employer. In exceptional cases the panel may agree that either one or both references need not be work references (e.g. for school leavers or returners to work after a long career break). Where this is the case, character references will be sought instead. References from a partner or relative will not be accepted.

One reference is required for internal candidates, which will be requested from their current Manager / Head Teacher.

For teachers, there is a statutory duty for current employers to provide details of any capability procedures involving the individual in the previous 2 years, and the reasons for this.

Statement of Good Conduct

Under Safer Recruitment requirements, if any candidates have lived, studied or worked overseas for a period of more than three months in the previous five years, they will be required to obtain a **statement of good conduct** (sometimes referred to as a certificate of good repute) that relates to the time they resided in that country. The exception is candidates who are serving / living with someone who is serving in the armed forces during that time. A candidate will be asked to apply and pay for this statement, after an offer of employment is made.

The Appointing Officer must check application forms carefully to establish whether this will be a requirement and must alert those candidates that this will be a requirement should they be the successful candidate.

From January 2016 – 31 December 2020 it was a statutory requirement to check any new Teacher was not included in the list of individuals prohibited in an EEA nation. This list was accessed via the Teacher Services System. The EEA list is no longer operation now we have left the EU; however, schools should still do what they can to verify that the successful applicant

has not been prohibited in another country.

Criminal records checks for overseas applicants can be carried out via: Criminal Records Checks for Overseas Applicants (www.gov.uk) <https://www.gov.uk/government/publications/criminal-records-checks-for-overseas-applicants>

Right to Work in the UK

In ALL cases, a right to work in the UK check must be carried out prior to any applicant being permitted to start work, and is carried out as part of the interview process. The Recruiting manager/Appointing Officer is required to see the applicant's original documents, with the applicant present, and check that:

- The documents are genuine, original and unchanged and belong to the person who has provided them;
- The dates for the applicant's right to work in the UK have not expired;
- Photos are the same across all documents and look like the applicant;
- Dates of birth are the same across all documents;
- The applicant has permission to do the type of work being offered (including any limit on the number of hours they can work);
- For students, they must provide evidence of their study and vacation times;
- If 2 documents give different names, the applicant has supporting documents showing why they're different, e.g., a marriage certificate or divorce decree.

The guidance for these requirements is regularly updated and therefore Head Teachers/Appointing Officers should refer to the most up to date (national) guidance as to how to carry out right to work checks and what documents can be accepted. Further information

internally is provided in the **Schools Recruitment and Vetting Checks Policy**.

DBS and Barred List check

For appointments where the employee will be undertaking regulated activity an enhanced DBS certificate, which includes barred list information, will be required prior to starting work. The barred list check is a check to establish that the person is not barred from regulated activity - legally this can only be done if the person is in regulated activity.

The full legal definition of regulated activity is set out in Schedule 4 of the Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012. Regulated activity includes:

a) teaching, training, instructing, caring for (see (c) below) or supervising children if the person is unsupervised, or providing advice or guidance on physical, emotional or educational well-being, or driving a vehicle only for children;

b) Work for a limited range of establishments (known as 'specified places', which include schools and colleges), with the opportunity for contact with children, but not including work done by supervised volunteers.

Work under (a) or (b) is regulated activity only if done regularly. Regularly means on more than three days in any period of 30 days, and other than driving, if any of the work takes place between 2am and 6am and it gives the person the opportunity to have face to face contact with the children. Some activities are always regulated activities, regardless of frequency or whether they are supervised or not. This includes:

c) Relevant personal care, or health care provided by or provided under the supervision of a health care professional:

- personal care includes helping a child with eating and drinking for reasons of illness or disability or in connection with toileting, washing, bathing and dressing for reasons of age, illness or disability;
- Health care means care for children provided by, or under the direction or supervision of, a regulated health care professional.

Personal care does not include such activities as, for example, parent volunteers helping with costumes for school plays or helping a child lace up football boots.

If a school knows or has reason to believe that an individual is barred, it commits an offence if it allows the individual to carry out any form of regulated activity.

For any other staff and governors who have an opportunity for regular contact with children who are not engaging in regulated activity, an enhanced DBS certificate, which does not include a barred list check, will be appropriate.



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The Appointing Officer must see the actual DBS certificate from the employee and will record the disclosure certificate number and the date of the check on the schools Single Central Record. The certificate will be returned to the candidate and not retained on file.

Individuals can join the DBS Update Service at the point an application for a new DBS check is made, enabling future status checks to be carried out to confirm that no new information has been added to the certificate since its issue. This allows for portability of a certificate across employers. There is an annual fee for using the update service, which Community and Controlled schools fund, Foundation and Aided schools fund the annual fee at their discretion.

Before using the update service, the school must:

- obtain consent from the applicant to do so;
- confirm the certificate matches the individual's identity; and
- examine the original certificate to ensure that it is for the appropriate workforce and level of check, e.g. enhanced certificate/enhanced including barred list information.

The school can then subsequently carry out a free online check. This would identify whether there has been any change to the information recorded, since the initial certificate was issued and advise whether the individual should apply for a new certificate.

In exceptional circumstances, where a school allows an individual to start work in regulated activity before the DBS certificate is available, they should ensure that the individual is appropriately supervised and that all other checks, including a separate barred list check, have been completed. The school must also complete a DBS Risk Assessment.

If a DBS check reveals details of convictions which may render the applicant unsuitable for the applied for post, the appointing Governor/Head Teacher will discuss the situation with the applicant in line with the DBS Code of Practice. A Cause for Concern Risk Assessment Proforma will also be completed.

Health clearance of successful candidate

All new employees will be required to go through a health clearance before appointment. This is carried out via the occupational health provider.

The Appointing Officer will arrange for a fitness for work questionnaire to be provided to the candidate, via the health management portal, to complete online. Occupational health will notify the Appointing Officer of any reasonable adjustments required, or any other health concern that they need to be aware of, in agreement with the employee.

Disqualification under the Childcare Act 2006, and the 2018 Regulations

The Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge)(Extended Entitlement) (Amendment) Regulations 2018 replaced the Disqualification under the Childcare Act 2006.

The regulations place additional requirements on schools employing staff working in early years provision with children from birth up to and including the first of September following their 5th birthday, and in later years provision (before and after school childcare) with children who have not attained the age of 8, as shown in the table below:

	During School Hours	Outside School Hours
Reception age or younger	Covered	Covered
Older than Reception age until age 8	Not Covered	Covered
8 years or older	Not Covered	Not Covered

*Outside school hours does not include school clubs, e.g. choir or sports' teams, but does include breakfast clubs or after-school provision. All schools providing such child care, regardless of the setting, must take appropriate steps to ensure that they are not employing a person disqualified to work with these age groups in a childcare setting.

For new employees an up-to-date enhanced DBS certificate will help schools establish whether the offences committed by that individual are relevant offences. For existing employees school should use the DBS update service. The criteria for disqualification under the 2006 Act and the 2018 Regulations include those set out in the list below:

- a) inclusion on the Disclosure and Barring Service (DBS) Children's Barred List;
- b) being found to have committed certain violent and sexual criminal offences against children and adults which are referred to in regulation 4 and Schedules 2 and 3 of the 2018 Regulations;
- c) certain orders made in relation to the care of children which are referred to in regulation 4 and listed at Schedule 1 of the 2018 Regulations;

d) refusal or cancellation of registration relating to childcare, or children's homes, or being prohibited from private fostering, as specified in Schedule 1 of the 2018 Regulations;

e) being found to have committed an offence overseas, which would constitute an offence regarding disqualification under the 2018 Regulations if it had been done in any part of the United Kingdom.

The above list is only a summary of the criteria that lead to disqualification. Further details about the specific orders and offences, which will lead to disqualification, are set out in the 2018 Regulations.

N.B. Following the introduction of the 2018 regulations there is no longer a disqualification by association requirement for individuals working in childcare in non-domestic settings (e.g. schools and nurseries).

All schools providing such child care, regardless of the setting, must take appropriate steps to ensure that they are not employing a person disqualified to work with these age groups in a 11 childcare setting. Applicants must complete the Childcare Disqualification Self Declaration prior to their appointment.

Individuals who are disqualified are not permitted to continue to work in early or later years' provision or be directly concerned in the management of that provision. An application can be made to Ofsted for a waiver of disqualification and further details about how to make an application for a waiver can be found in the fact sheet "Applying to waive disqualification: early years and childcare providers".

Online Searches in Recruitment

In accordance with Keeping Children Safe in Education Schools and Colleges are permitted to undertake online searches for candidates who have applied for a vacancy within your establishment. This is not a statutory requirement and therefore each School may determine whether they wish to undertake online searches as part of pre-employment checks.

Should you opt to carry out online searches you must treat all candidates equally and therefore you should:

- Ensure these checks are included for all candidates to ensure a consistent approach in your Recruitment practices
- Determine who within your establishment will be responsible to carry out these checks
- Not befriend others or request to join groups on social media in an attempt to find information on an individual

If you find information that is of concern you should:

- Ensure you screenshot this evidence and record the date and time it was found prior to discussing with the individual
- Allow the individual a full opportunity to provide any explanation
- Contact your HR provider for further guidance

It is advised that the following wording is included in any job adverts posted by the school, so that all candidates are clear of the pre-employment checks undertaken by the school:

“All pre-employment checks carried out are in accordance with Keeping Children Safe in Education”.

Qualifications and Professional Accreditations

The school must ensure that any person employed to teach has the required teaching qualification.

The DfE Teacher Services System should be used before appointing a teacher to check for:

- The award of QTS
- Completion of teacher induction

Further advice on undertaking these checks is available on the government website Teacher Status Checks: Information for Employees. Applicants should also provide evidence of qualifications essential for the post, irrespective of the post they are applying for.

Prohibition Order Check

Anyone who is appointed to carry out teaching work will require an additional check to ensure they are not subject to a prohibition order issued by the Secretary of State or any sanction or restriction imposed (that remains current) by the GTCE before its abolition in March 2012. The Teachers' Disciplinary (England) Regulations 2012 define each of the following activities as 'teaching work':

- Planning and preparing lessons and courses for pupils;
- Delivering lessons to pupils;
- Assessing the development, progress and attainment of pupils;
- Reporting on the development, progress and attainment of pupils.

The regulations provide that these activities do not constitute ‘teaching work’ if they are carried out under the direction or supervision of a qualified teacher or other person nominated by the Head Teacher. This means that, generally, when appointing into teaching assistant (TA) positions, prohibition checks will not be required. The school must carry out a check of any prohibition using the Teacher Services System.

Compliance with Data Protection

Schools will process personal data collected during the recruitment process in accordance with their Data Protection Policy on processing special categories of personal data and criminal records data, as detailed in their Recruitment Privacy Notice.

Data collected as part of the recruitment process is held securely and accessed by, and disclosed to, individuals only for the purposes of managing the recruitment exercise effectively to decide to whom to offer the job.

Data Monitoring

Application forms include a Recruitment Monitoring Form to monitor equality and diversity. The form will be removed from all applications received, prior to short listing and will not form part of the short listing process.

The Recruitment Monitoring Forms of successful candidates can be stored, collated and reviewed to support the school with equality and diversity monitoring.

Support Staff Probation period

New employees to LCC, (excluding teaching staff), are subject to a six month probation period before their appointment is confirmed, unless otherwise stated. Probation periods give the school the opportunity to assess a new employee’s suitability in the role they have been appointed to and for the employee to demonstrate their ability to effectively perform their duties, have the opportunity to become familiar with the main duties and tasks of their post and demonstrate the standard of performance, attendance and conduct expected of them. The probationary period is also an opportunity for the new employee to determine if the position and the school are suitable for them. The probation meetings are set during induction and are set at 2, 4 and 5 months.

Agency Workers

For Agency and Off-Payroll Workers it is the responsibility of the school to decide if the IR35 off-payroll rules apply to the worker and it will then be the responsibility of the school to deduct tax, employers' contributions and apprenticeship levy where appropriate. Further information is available in the LCC Schools IR35 Guidance.

Where the school engages an agency worker the school must obtain written confirmation from the agency that the same checks have been carried out for supply staff as the school would have carried out on its own staff. The school will also check that the person presenting themselves for work is the same person on whom the checks have been made. This will be recorded on the School's Single Central Record.

Schools should be aware of the rights of agency workers, as per the Agency Workers Regulations 2010. These regulations give agency workers the entitlement to the same (or no less favourable) treatment as comparable employees with respect to basic employment and working conditions, if they complete a qualifying period of 12 weeks in a particular job. Guidance on the recruitment and the treatment of agency workers is provided on GOV.UK and in the Department for Education Agency Workers Regulations; Supply Teachers guidance; and in the **Agency and other off-payroll working guidance** (<https://professionals.lincolnshire.gov.uk/downloads/download/103/agency-and-other-off-payroll-working?downloadID=103>).

Apprentices

Where a school recruits and appoints apprentices themselves the recruitment checks detailed in this policy will be followed. Where the school recruits an apprentice through an apprenticeship provider the school will obtain written confirmation from the provider that the same checks have been carried out for the apprentice as the school would have carried out on its own staff. The school will also check that the person presenting themselves for work is the same person on whom the checks have been made. This will be recorded on the School's **Single Central Record**.

Volunteers

Volunteers are an essential part of the school workforce. A volunteer is someone who gives their time with unpaid activity to help an organisation or an individual. Under no circumstances should a volunteer in respect of whom no checks have been obtained be left unsupervised or allowed to work in regulated activity.

Volunteers, who on an unsupervised basis teach or look after children regularly, or provide personal care on a one-off basis in schools and colleges, will be in regulated activity. The school or college will obtain an enhanced DBS certificate (which will include barred list information) for all volunteers who are new to working in regulated activity. Existing volunteers in regulated activity do not have to be rechecked if they have already had a DBS check (which includes barred list information). However, schools may decide to conduct a repeat DBS check (which should include barred list information) on any such volunteer.

Schools may obtain an enhanced DBS certificate (not including barred list information), for volunteers who are not engaging in regulated activity but have the opportunity to come into contact with children on a regular basis, e.g. supervised volunteers.

Single Central Record

Schools are required to keep a single central record, which is kept on CPOMS Staff Safe platform. This document must cover all staff, including supply staff and teacher trainees on salaried routes, who work at the school. The information that must be recorded is:

- Have the appropriate checks been carried out
- Have certificates been obtained
- The date on which each check was completed / certificates obtained

For supply staff and apprentices, schools should also include whether written confirmation has been received that the employment business supplying the member of supply staff / apprentice has carried out the relevant checks and obtained the appropriate certificates, and the date that confirmation was received and whether any enhanced DBS check certificate has been provided in respect of the member of staff.

Where checks are carried out on volunteers, schools should record this on the single central record.



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Recruitment Toolkit



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F E D E R A T I O N RECRUITMENT TOOLKIT

Getting Started

The recruitment, selection and retention of the best people is critical to our continued growth and success. The school is keen to recruit employees that reflect the diversity and multi-cultural community within which we operate. Therefore, it is important that we attract candidates from a broad talent pool, and that our recruitment and selection processes enable us to select the best talent to join our team.

The recruitment and selection processes that managers must follow enable us to promote practices that ensure applicants have the opportunity to demonstrate their individual attributes and suitability for the role in a welcoming environment.

The following resources set out our policies, procedures, and guidance that must be adhered to for all recruitment and appointments to any vacancy within the School. Managers must familiarise themselves, and refer to these documents to carry out effective recruitment:

- Recruitment Policy
- Recruitment and Vetting Checks – Right to Work in the UK Policy
- Recruitment and Vetting Checks – Criminal Records Policy
- Recruitment Toolkit (this document)

This document provides managers with guidelines and tips on how to manage the overall recruitment process, and includes reference to key statutory / legal requirements we must adhere to.

The Legal Context in Recruitment

A job applicant who believes they have experienced discriminatory treatment during the process of recruitment has three calendar months (minus 1 day) from the date of the discriminatory treatment to lodge a claim with an employment tribunal. There is no limit on the amount of compensation that can be awarded by tribunals in discrimination claims.

Various anti-discrimination laws apply throughout the entire process of recruitment. Employers are liable in law for any discriminatory actions perpetrated by their people in the course of their employment. This means, that if a recruiting manager who is conducting the recruitment process does or says anything that could be construed as discriminatory, LCC will be potentially liable to pay compensation to the victim if a successful complaint is subsequently made to an Employment Tribunal.

The following section outlines the legislation that governs recruitment. Anyone that is involved in recruitment on behalf of the School must be aware of their responsibilities under the relevant UK legislation.

We will ensure that we comply with employment legislation and statutory requirements including:

- Data Protection Act 2018, which incorporates the General Data Protection Regulation (GDPR)



- Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) (England and Wales) Order 2013. For further information please see the **Recruitment and Vetting Checks – Criminal Records Policy**
- Asylum and Immigration Act 1996
- Children Act, Section 11 (2004)
- Equality Act 2010
- Protection of Freedom Act 2012
- Fluency Duty, for further information please see the [Fluency Duty guidance in the Recruitment Policy](#).

Equality Act 2010

The [Diversity and Inclusion Policy](#) sets out how we comply with The [Equality Act 2010](#), including the requirement to not provide less favourable facilities or treatment on the grounds of any of the following 'protected characteristics', in employment or for those seeking employment. The 9 protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnerships
- Pregnancy & Maternity
- Race (which includes colour, nationality and ethnic or national origins)
- Religion or Belief
- Sex
- Sexual orientation

Recruiting managers must familiarise themselves with the Diversity and Inclusion Policy, and to ensure that no discriminatory practices, intentional or not, take place.

Discrimination covers:

Direct Discrimination

This is where a person discriminates against another because of a protected characteristic.

Discrimination by association

This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

Perceived discrimination

This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

Indirect Discrimination

This is where an action is taken that puts a person at a particular disadvantage due to a protected characteristic and the action is not a proportionate means of achieving a legitimate aim.

Examples of Discrimination

The examples below are only indicative of some of the ways we can directly or indirectly discriminate. It is not an exhaustive list.

- Direct Discrimination



- Choosing not to offer a position to a woman because she may, in the future, choose to have a baby.
 - Requiring applicants to have been born in the UK
 - Requiring applicants to be of a certain faith
 - Requiring applicants to be over the age of 30 without a statutory or occupational requirement.
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- Indirect Discrimination
 - Requiring applicants to have 10 years unbroken service will disadvantage women more than men as more women take time away from work to raise a family. This will also disadvantage younger people. The use of occupational testing is a far more effective method of testing someone's skills and knowledge than experience.
 - Insistence on British qualifications without consideration of equivalents may disadvantage those born in another country.
 - Requiring the wearing of a uniform (other than for safety reasons) may indirectly discriminate certain groups due to the traditional dress of some races.
 - The wording of advertisements and recruitment materials must not contain language associated with certain age groups. For example, words like 'mature' and 'dynamic' may imply certain age groups are preferred.
 - Qualifications required from applicants will have to be considered and equivalents sought. For example, requiring applicants to possess GCSEs may exclude older applicants who studied when GCSEs had not been introduced.

Victimisation

Victimisation occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so, for example, refusing to appoint someone because they have successfully brought an Employment Tribunal claim against the employing organisation constitutes victimisation.

Occupational Requirements

As a general rule it is unlawful to specify that you require a person with particular characteristics e.g. a particular race or gender unless there is a genuine occupational requirement (GORs) for the position, and this can be objectively justified as a 'proportionate means of achieving a legitimate aim'. An example of a genuine occupational requirement is where there is a need to pursue privacy or decency, e.g. the requirement for a male care assistant whose job involves helping men dress or to use the toilet. In the event of the genuine occupational requirement rule applying, this must be stated on the advertisement and job details, and only after discussing this with the resourcing team in HR.

Blanket Exclusions in Advertisement

When advertising posts we must avoid requirements which may exclude people with impairments. An example of this is where an advert requires that applicants must be able to drive when it is not strictly essential for the role. If, due to the nature of impairment, a disabled job seeker is unable to drive, he/she can claim to have been excluded from applying by the advertisement even before there has been any opportunity to explore reasonable adjustments to remove that disabling barrier. In such cases the law will assume that the reason the person was not appointed was because of disability discrimination and the onus is then on the employer to show otherwise.

Skilled Worker Visa

The qualification criteria for a Skilled Worker visa is:



- work for an employer that has been approved by the Home Office (the council is an approved employer)
- have a 'certificate of sponsorship' from the council with information about the role that has been offered
- the job role is in the list of eligible occupations
- be paid a minimum salary of £25,600.00 per annum – this, however, depends on the type of work being carried out and therefore the 'going rate' for the job

The list of eligible occupations can be found via the link below.

<https://www.gov.uk/skilled-worker-visa/your-job>

Sponsorship Fees

Certificates of sponsorship are free in respect of citizens of the following countries:

Austria, Belgium, Croatia, Republic of Cyprus, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Luxembourg, Malta, Netherlands, North Macedonia, Norway, Poland, Portugal, Slovakia, Spain, Sweden or Turkey.

For other citizens a Workers certificate is £199 whilst it is £21 for a temporary worker.

An immigration skills charge is also payable if the individual is applying for a visa from:

- outside the UK to work in the UK for 6 months or more
- inside the UK for any length of time

The fees are currently £1,000.00 for the first 12 months and £500 for each additional 12 months.

Public sector language requirements ('Fluency Duty')

Part 7 of the Immigration Act 2016 requires people who work in the public sector in customer facing roles to speak fluent English. Employees, apprentices, people engaged under a contract to do work personally and agency workers are included within the scope of the provisions.

A person who works in a customer facing role is someone who, as a 'regular and intrinsic part of his or her role', is required to speak to members of the public in English.

A person speaks 'fluent English' if he or she has a command of spoken English that is sufficient to enable the effective performance of his or her role.

The Act requires us to have adequate procedures in place to enable complaints about breaches of these requirements to be made and considered. The [Code of practice on the English language requirement for public sector workers](#) provides more information on this requirement.

When determining the level of fluency required, we must take care not to apply higher standards than are necessary. If we require a job applicant to speak English to a high standard of fluency than the role requires, we may be committing an act of indirect race discrimination under s.19 of the Equality Act 2010, if the requirement cannot be justified.

Recruiting managers will implement recruitment practices which support the aim of the Recruitment Policy including considering the need to make reasonable adjustments.

- The wording used within job adverts must not discriminate or be construed to be discriminating against any person or group of people. In addition the job information pack will be attached which provides details of the **Disability Confident scheme** that LCC works to. Foundation and Voluntary Aided Schools will need to decide if they are going to participate in the **Disability Confident scheme**. The scheme is voluntary and access to all the guidance, self-assessments and resources is completely free. Further information is available on the Disability Confident website.

Disabled candidates should not be asked about the nature of their disability. If they wish to discuss adjustments to the working environment as a result of being invited to attend an interview, a candidate led discussion is acceptable.

LCC operates a guaranteed interview scheme. All applicants with a disability as defined under the Equality Act 2010 who advise us at the time of their application of their disability and who meet the minimum criteria of the post must be offered an interview. The appointment decision is based on merit. If an 'at risk' candidate applies internally, then they take priority over disabled applicants.

A candidate may ask for reasonable adjustments to be made for the interview. This is so their needs can be accommodated to enable them to attend interview and participate fully in the selection processes to be used.

The Recruitment Process

Carrying out a robust recruitment and selection process

By following the suite of LCC recruitment policies, the best practices and the further information in the toolkits, this will ensure that you are able:

- to recruit the best person for the job based on merit;
- enable the recruitment of employees with disabilities and make reasonable adjustments at all stages of the recruitment and selection procedure to allow a successful candidate with a disability to undertake the role;
- to ensure that managers consider the extent to which roles can lend themselves to flexible working to attract a wider pool of talent;
- to ensure that the recruitment and selection of employees is conducted in a professional, timely and responsive manner and in compliance with current employment legislation;
- treat all candidates fairly, equitably and efficiently, with respect and courtesy, aiming to ensure that the candidate experience is positive, irrespective of the outcome;
- handle all documentation relating to applicants confidentially and in accordance with data protection legislation.

Step 1 - Vacancy Arises

A potential new vacancy may arise as a result of additional work, re-organisation, resignation, or confirmation of leave through maternity/adoption, long-term sickness, secondment or career break.



Careful consideration should be given as to whether to fill the vacancy, or to change the nature of the role. This is an opportunity to consider whether the role could be undertaken on a flexible basis, for example, part-time, job share; and whether or not you need to alter any of the responsibilities.

Step 2 - Role Definition/Grading

When hiring a new employee you should clearly define the role. You will need a clear description of the role and responsibilities and primary activities, written in simple inclusive language using the standard **job description** template (see Appendix 3).

You will also need to identify the qualifications, experience and personal attributes that are necessary to achieve the key requirements of the role and define these – this is commonly known as the Person Specification and will be used to determine your shortlisting criteria and interview questions

Before advertising your role it is necessary to know the core needs of the role, including:

- Contract type (i.e. permanent, fixed term)
- Hours required (i.e. full time, part-time)
- Flexibility (job share, part-time, suitable for home working etc.)
- Location BW Position Number
- Level of Criminal Record Check required (Refer to the **Recruitment and Vetting – Criminal Records Check Policy**)

This is a great opportunity to consider if there are changes that you wish to make to the role in terms of either the structure or content of the job. In the event that you are considering making fundamental changes you should contact your HR Advisor to discuss in case there are broader implications that would require the position to be re-evaluated through the job evaluation process (support staff roles only).

Step 3 – Recruitment Planning

Managers are reminded that you must comply with all statutory requirements through the recruitment process, and include this in your planning, for example, but not exclusively, the need to carry out Right to Work Checks.

Refer to the Getting Started, and Legal Context of Recruitment areas of this toolkit for a reminder of the legal requirements.

Draft wording for a job advert

As the recruiting manager you will need to draft an advert to attract the best candidates to the role. In drafting the advert, consideration should be given to where you will post the role and the type of candidates that you are looking to attract. Take time to ensure that you are using language that will not put off potential candidates and ensure that you can receive applicants from a broad pool of talent.

SAFER RECRUITMENT

- Confirm whether the post requires a DBS check or an Enhanced check for Regulated Activity. All DBS checks carried out on behalf of the School are at the Enhanced level.



- For those roles where an employee will undertake regulated activity an enhanced DBS check will be undertaken and will include a check to ensure that the successful candidate is not barred from working with children or adults who are in vulnerable circumstances.

- Refer to the **Recruitment and Vetting Checks – Criminal Records Policy** for further information.

Establish an Appropriate Selection Panel

Ahead of the role being posted it is advisable to start thinking about who should take part in the Selection Panel for shortlisting and on the interview day itself. As the recruiting manager, you will typically be the Chair of the Panel. When considering the fellow members of the panel give consideration to the diversity of the panel, in particular, but not limited to, gender diversity.

As a minimum, at least one person on the Panel must have undergone the appropriate safeguarding training.

Method of Assessment

Together with the other members of the selection panel you will need to determine the most suitable method of assessment. This will typically be an interview, but may include additional selection tools. The skills demanded by certain jobs may need to be tested by alternative or additional methods of assessment such as a presentation, technical test, or psychometric testing.

Interview questions should be prepared and agreed beforehand and should be designed to reflect the criteria in the job description, person specification and any technical/professional aspects of the role. To avoid discrimination no reference should be made to the person's personal circumstances and the same broad questions should be asked of each candidate (although it is recognised that further probing questions may need to be asked in order to follow up particular issues).

You will need to ensure that candidates are given suitable notification of the interview and/or additional methods of assessment to ensure that they have adequate time to prepare for the assessment process.

As part of the invitation to attend the interview, you should ensure that candidates are asked to advise of any reasonable adjustments that are required and where possible, take steps to ensure that these are, where possible, made in line with the individual needs.

Step 4 - Advertising the Role

All jobs will be advertised internally, and where appropriate externally.

As the recruiting manager, you will need to consider the most effective and economic method for recruiting and selecting candidates, and which sources will encourage applications from a wide range of sources.

Step 5 - Short-listing of Candidates



Once you start to receive the applications for the role you will need to review and identify which candidates you would like to shortlist and select for interview. If practicable you may wish to also include the members of the selection panel in this process in order that more than one person reviews the applicants. This helps to ensure that the shortlisting process is carried out objectively and consistently, comparing each application against the role requirements, as defined by the essential and desirable criteria detailed in the job description and person specification.

The outcome of the short-listing process must be based on an assessment of the relevant facts as presented in the application. It is advised that you keep a record with regard as to how you reached your decision.

Step 6 - Assessment of Candidates

The Selection Panel should complete the interviews (or other assessments). During this process each individual makes notes of the candidates' response to questions, and how they measure against the criteria outlined in the person specification and requirements of the role.

TIPS FOR SUCCESSFUL INTERVIEWS

Below are some tips to remember:

- ✓ Make sure you have considered the logistics and shared these with the candidate. Ensure they know where to go and what time. If there is anything that they need to prepare in advance let them know.
- ✓ Make sure as a panel you have discussed in advance the key skills and competencies that you are looking for in a candidate. You should align on the approach you are going to take and who is going to lead the interview etc.
- ✓ Consider the needs of the candidate – are there any reasonable adjustments required that were identified following their invite to interview and if so have you put these in place to ensure they can be accommodated?
- ✓ Welcome the candidate warmly. Remember they will be nervous. The more you can put them at ease the more likely it is that you will be able to get the most from them during the interview.
- ✓ Take your time to introduce yourself and the other members of the panel. Explain early on in the interview how it will proceed and if appropriate, what you are looking for. Reassure the candidate that they can ask clarifying questions if they are unsure of anything.
- ✓ When asking the candidate questions speak clearly and allow them sufficient time to reflect and think about their response. Don't let them rush to answer the question with the first thing that comes to mind.
- ✓ Don't make quick judgements. Most people make their mind up on a candidate very quickly rather than truly assessing the candidate's response against the required criteria.
- ✓ Make notes of what the candidate is saying. Try to suspend judgement until you have reviewed their responses against the defined criteria that you are assessing against.
- ✓ LISTEN CAREFULLY to what the candidate is saying. Don't worry about thinking about the next question to ask but make sure you are listening to their responses so you can ask good questions to probe and dig deeper into their answers.
- ✓ Make sure that you keep to the allocated time – have one of the panel members play the role of timekeeper so that they ensure you don't overrun, especially where you may be conducting several interviews in one day.



- ✓ Have clear notes of what to cover when closing the interview. Tell the candidates when they will expect to hear and share next steps in the process.
- ✓ Ask the same questions to all candidates so that there is a level playing field. Remember the questions should centre around the Job description and Person specification
- ✓ Even if the candidate is not suitable for the role you should ensure that they have an enjoyable experience. They may be a good candidate for a future role at the School.

On conclusion of the assessment process, the Selection Panel should discuss their assessments of each candidate aiming for consensus on the most suitable candidate for the role. Where this is not possible, you should give consideration as to whether a further assessment exercise is appropriate. The Chair of the Panel is responsible for the final decision and following interview should notify candidates of the outcome as soon as possible.

In addition to the assessment process taking place, the recruiting manager is responsible for carrying out all the relevant vetting checks at the time the candidate attends their interview. **The identity checks section** provides detail of the required checks, and what documentary evidence needs to be produced by candidates, to satisfy our vetting and checks policies, and our legal obligations.

Step 7 – Appointments

Once the appointment decision has been agreed by the Selection Panel, the recruiting manager will contact the successful candidate to make a conditional offer of employment (see Appendix 9).

New employees will not be able to start until all the required checks are carried out.

Pre – Employment medical /health screening

All new employees are offered a role subject to a pre – employment health screening check. This check is carried out confidentially by our occupational health provider, to check if the employee has any conditions or disabilities we need to make adjustments for to enable them to perform their role effectively. Health screening checks are between the potential employee and the health care provider and we, as the employer will only receive confirmation that the employee is able to perform the role with no adjustments; or that adjustments need to be made, and what these are.

Checking Candidates Documents at Interview

Verification of a candidate's identity and their right to work is essential for all posts within LCC. Identity and Right to Work is verified by checking a range of appropriate documentation, details of which are contained within this section. Manager will require proof of the following prior to any candidate being offered a position and therefore, these checks need to be carried out at interview:

- the documents are genuine, original and unchanged. The documents belong to the person who has provided them
- the dates for the applicant's right to work in the UK have not expired
- photos are the same across all documents and look like the applicant



- dates of birth are the same across all documents
- the applicant has permission to do the type of work we are offering. This includes any limit on the number of hours they can work
- students must provide evidence of their study and vacation times
- if two documents give different names, the applicant has supporting documents showing why they are different. This can be a marriage certificate or divorce decree.

All documents must be Checked, Copied and Verified (Print Name, Sign and Date) by you, the recruiting manager.
Each document should be copied and scanned individually-

Identity Check

Identity is verified by checking a range of appropriate documentation. Proof will be required for name, date of birth, current address, National Insurance number and photographic identification.

If candidates are unable to provide photographic identification from this list, they will complete the **Identity Verification Declaration** and provide a passport sized photograph signed by a professional.

List of Valid Identity Documents

DOCUMENT	Name	Address	Date of Birth	NI Number	Photographic ID
Passport – current or out of date	✓		✓		✓
Driving Licence (Photo card)	✓	✓	✓		✓
Biometric Residence Permit	✓				✓
Birth Certificate	✓		✓		
Driving Licence (Paper version)	✓	✓	✓		
Marriage/Civil Partnership certificate	✓				
Adoption Certificate	✓		✓		
HM Forces ID	✓		✓		✓
Firearms Licence	✓		✓		✓
Mortgage Statement*	✓	✓			
Bank or Building Society Statement**	✓	✓			
Bank or Building Society opening confirmation letter**	✓	✓			
Credit Card statement**	✓	✓			
Financial statement eg pension or endowment*	✓	✓			
Council Tax statement*	✓	✓			
Work permit or visa – valid up to expiry date*	✓				
Letter of sponsorship from future employment provider - non-UK or non EEA only	✓	✓			
Utility Bill** (not mobile telephone bill)	✓	✓			
Benefit statement eg child benefit, pension**	✓	✓		✓	
Central or local government agency or local authority document giving entitlement eg from the Department for Work & Pensions, Employment Service HMRC	✓	✓		✓	
EU National ID Card	✓		✓		✓



Cards carrying the PASS accreditation	✓		✓		✓
Letter from Headteacher or College Principal for 16-19 year olds in full time education – only if other documents cannot be provided	✓	✓			
Payslip	✓	✓		✓	
Inland Revenue Letter	✓			✓	
DWP Letter	✓			✓	
Job Centre Plus Letter	✓			✓	
HMRC Document	✓			✓	
P45 or P60	✓	✓		✓	

* Issued in last 12 months ** Issued in last 3 months

Please note: If a candidate provides a document which has a different name to their application, they should provide further documents to explain the reason for this. The further document could be a marriage certificate, divorce decree, a deed poll or statutory declaration.

Right to Work in the UK - Prevention of Illegal Working

The illegal working provisions of the Immigration, Asylum and Nationality Act 2006, requires all employers in the UK to make basic document checks on every person they intend to employ. This applies to both internal and external candidates.

The documents that are acceptable for proving someone has the right to work in the UK are split into 2 lists. These lists are called List A and List B. Candidates should attempt to provide documents under List A in the first instance. If this is not possible they may have relevant documents under List B.

List A Documents – Which show an on-going right to work

List A	
1.	A passport showing the holder, or a person named in the passport as the child of the holder, is a British citizen or a citizen of the UK and Colonies having the right of abode in the UK.
2.	A passport or national identity card showing the holder, or a person named in the passport as the child of the holder, is a national of a the Republic of Ireland.
3.	A Registration Certificate or Document Certifying Permanent Residence issued by the Home Office to a national of a European Economic Area country or Switzerland.
4.	A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder indicating that the person named is allowed to stay indefinitely in the UK, or has no time limit on their stay in the UK.
5.	A current passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, has the right of abode in the UK, or has no time limit on their stay in the UK.
6.	A current Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the named person is allowed to stay indefinitely in the UK, or has no time limit on their stay in the UK, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
7.	A full birth or adoption certificate issued in the UK which includes the name(s) of at least one of the holder's parents or adoptive parents, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.



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| 8. | A birth or adoption certificate issued in the Channel Islands, the Isle of Man or Ireland, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer. |
| 9. | A certificate of registration or naturalisation as a British citizen, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer. |



List B Documents – Which establish a statutory excuse for a limited period of time

List B

GROUP 1 – DOCUMENTS WHERE A TIME LIMITED STATUTORY EXCUSE LASTS UNTIL THE EXPIRY DATE OF LEAVE

1. A **current** passport endorsed to show that the holder is allowed to stay in the UK and is currently allowed to do the type of work in question.
2. A **current** Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder which indicates that the named person can currently stay in the UK and is allowed to do the work in question.
3. A **current** Immigration Status Document containing a photograph issued by the Home Office to the holder with a valid endorsement indicating that the named person may stay in the UK, and is allowed to do the type of work in question, **together with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.

GROUP 2 – DOCUMENTS WHERE A TIME LIMITED STATUTORY EXCUSE LASTS FOR 6 MONTHS

1. A Certificate of Application issued by the Home Office under regulation 17(3) or 18A(2) of the Immigration (European Economic Area) Regulations 2006 to a family member of a national of a European Economic Area country or Switzerland stating that the holder is permitted to take employment which is **less than 6 months** old **together with a Positive Verification Notice** from the Home Office Employer Checking Service.
2. An Application Registration Card issued by the Home Office stating that the holder is permitted to take the employment in question, **together with a Positive Verification Notice** from the Home Office Employer Checking Service.
3. A **Positive Verification Notice** issued by the Home Office Employer Checking Service to the employer or prospective employer which indicates that the named person may stay in the UK and is permitted to do the work in question.



The following documents are not acceptable for proving a person has the right to work in the UK.

1. A Home Office Standard Acknowledgement Letter or Immigration Service Letter (IS96W) which states that an asylum seeker can work in the UK. If you are presented with these documents then you should advise the applicant to call us on **0151 237 6375** for information about how they can apply for an Application Registration Card
2. A National Insurance number on its own in any format
3. A driving licence issued by the Driver and Vehicle Licensing Agency
4. A bill issued by a financial institution or a utility company
5. A passport describing the holder as a British Dependent Territories Citizen which states that the holder has a connection with Gibraltar
6. A short (abbreviated) birth certificate issued in the UK which does not have details of at least one of the holder's parents
7. A licence provided by the Security Industry Authority
8. A document check by the Disclosure and Barring Service
9. A card or certificate issued by the Inland Revenue under the Construction Industry Scheme.



DBS Document Check

If the position you are recruiting to requires a DBS check then you will have to ensure that you obtain the required documents, a total of **three** documents need to be provided. One must show the candidate's current address. If the candidate is signed up to the **Online Update Service** and their DBS is for the correct workforce then please ensure you take a copy of the candidate's DBS certificate at interview. This will allow us to check their certificate and undertake a status check.

Depending on the outcome of the status check, the candidate may still require a fresh DBS check, therefore we recommend collecting the required documents to prevent any delay in processing their appointment.

Route 1 – The applicant must be able to show:

- one document from Group 1
- two further documents from either Group 1, or Group 2a, or 2b

The combination of documents presented must confirm the candidate's name, date of birth and address.

Route 2 –

Route 2 can only be used if it's impossible to process the application through Route 1.

If the applicant doesn't have any of the documents in Group 1, then they must be able to show:

- one document from Group 2a
- two further documents from either Group 2a or 2b

The combination of documents presented must confirm the candidate's name, date of birth and address.

GROUP 1 - Primary identity documents	
Document Type	Notes
Passport	Any current and valid passport. A UK passport can be expired up to a maximum of 6 months.
e-Visa	Accessed via the 'View and Prove' service. The share code requested by the candidate should be a 'general' share code.
Biometric residence permit (UK)	A BRP showing Indefinite Leave to Remain, Indefinite Leave to Enter or No Time Limit can be used up to 18 months past the expiry date of the BRP. BRP holders should be encouraged to create an account and access their eVisa
Application Registration Card (ARC)	Issued by the Home Office. Must be checked against the Home Office Employer Checking Service .
Current driving licence Photocard (full or provisional)	Current and valid photocard driving licence issued by UK, Isle of Man, and Channel Islands. From 8 June 2015, the paper counterpart to the photocard driving licence will not be valid and will no longer be issued by DVLA



Birth certificate – issued within 12 months of birth	UK, Isle of Man, and Channel Islands - including those issued by UK authorities overseas, for example embassies, High Commissions and HM Forces. Must be original birth certificate. Certified copies are a group 2a document.
Adoption Certificate	UK and Channel Islands

GROUP 2a - Trusted Government Documents

Document Type	Notes
Current driving licence photocard (full or provisional)	Current and Valid. All countries outside the UK, excluding Isle of Man & Channel Islands
Current driving licence (full or provisional) paper version (if issued March 2000)	Current and valid. UK, Isle of Man, and Channel Islands. For a paper licence to be valid it must be issued before March 2000 and all information, including name and address, must be up to date
Birth certificate issued after time of birth	UK, Isle of Man and Channel Islands
Marriage/civil partnership certificate	UK and Channel Islands
Immigration document, visa or work permit	Issued by a country outside the UK. Valid only for roles whereby the applicant is living and working outside of the UK. Visa/permit must relate to the non-UK country in which the role is based.
HM Forces ID Card	UK
Firearms licence	UK, Isle of Man and Channel Islands

GROUP 2b - Financial and Social History Documents

Document Type	Notes	Issue Date and Validity
Mortgage statement	UK	Issued in last 12 months
Bank or building society statement	UK and Channel Islands. A print off of a bank statement that is endorsed with a stamp and signed by the bank is acceptable as well as hard copy bank statements posted to you.	Issued in last 3 months
Bank or building society statement	Countries outside the UK. Branch must be in the country where the applicant lives and works	Issued in last 3 months
Bank or building society account opening confirmation letter	UK	Issued in last 3 months
Financial statement for example pension or endowment	UK	Issued in last 12 months



P45 or P60 statement	UK and Channel Islands. Cannot be online document	Issued in last 12 months
Letter of sponsorship from future UK employment provider	Valid only for applicants residing outside of the UK at time of application	Must still be valid
Utility bill	UK - not mobile telephone bill. Cannot be printed from an online account.	Issued in last 3 months
Council Tax Statement	UK and Channel Islands.	Issued in last 12 months
Benefit statement, for example Child Benefit, pension	UK	Issued in last 3 months
Central or local government, government agency, or local council document giving entitlement, for example from the Department for Work and Pensions, the Employment Service, Local Authority	UK and Channel Islands – a letter confirming entitlement to benefits. For example: Personal Independence Payment (PIP), free school meals, universal credit, asylum support etc	Issued in last 12 months
HMRC self-assessment letters or tax demand letter	UK	Issued in last 12 months
European Health Insurance Card (EHIC) or Global Health Insurance Card (GHIC)	UK	Must Still be valid
EEA National ID card		Must Still be valid
Irish Passport Card	Cannot be used with an Irish passport	Must still be valid
Cards carrying the PASS accreditation logo	UK, Isle of Man, and Channel Islands. Digital PASS cards are acceptable where they have been issued by an approved digital PASS provider and the QR code has been used to confirm details.	Must still be valid
Letter from head teacher, college principal, apprenticeship provider	Uk - for 16 to 19 year olds in full time education - only used in exceptional circumstances if other documents cannot be provided.	Issued in the last month



Summary Checklist

The checklist below is for the recruiting manager's reference. A document may provide evidence in more than one category.

IDENTITY	Proof
Photographic ID	
Date of Birth	
Address	

RIGHT TO WORK	Proof
See page 5 for details	

DBS (If required)	Proof
One document from Group 1 and two further documents from Group 1, 2a or 2b	1.
	2.
	3.
OR	
One document from Group 2a and two further documents from Group 2a or 2b	1.
	2.
	3.
DBS Certificate if signed up to the Online Update Service	

Qualification	Proof
See job description	

Professional Registration	Proof
---------------------------	-------



See job description

Health Questionnaire Checklist

Could you please complete the form below for the position you are recruiting to. Select the job activities that the successful candidate will undertake as part of their new role.

This information is sent to the Councils Occupational Health provider so that it can be used to assess the successful candidate's ability to undertake the role from a health perspective.

Job Title: [Click here to enter text.](#)

Job Activities

Standing	Choose an item.	Working nights	Choose an item.
Walking	Choose an item.	Working shifts	Choose an item.
Climbing/working at heights	Choose an item.	Working inside tanks or confined spaces	Choose an item.
Climbing stairs	Choose an item.	Working with dust or fumes	Choose an item.
Prolonged sitting	Choose an item.	Lifting or carrying heavy items	Choose an item.
Vocational driving	Choose an item.	Computer work/Display Screen Equipment	Choose an item.
Driving fork lift trucks	Choose an item.	Working in a target driven/pressurised environment	Choose an item.
Driving LGV or PCVs	Choose an item.	Working with or in the vicinity of children or vulnerable adults	Choose an item.
Working with chemicals (industrial or cleaning)	Choose an item.	Working as a health carer	Choose an item.
Working with biological agents or chemicals in a laboratory	Choose an item.	Occasional overseas travel	Choose an item.
Working with skin irritants/sensitisers	Choose an item.	Outside Work	Choose an item.
Working with dangerous machinery	Choose an item.	Noise hazard area	Choose an item.

Will the successful candidate be exposed to any other hazards specific to his/her role. If yes please state below

[Click here to enter text.](#)



Appendix 1: Sample Exit Questionnaire

EXIT INTERVIEW RECORD

Like many employers, the School can ask staff leaving to complete an exit questionnaire. We do this in order to better understand why people leave and, where necessary, make changes to improve the School's performance. In seeking to fill the vacancy left by your departure it will be most helpful to have your views about the post you have held. Where appropriate the job description for your post is attached.

Wherever possible your response will be used as the basis of a discussion (exit interview) with your line manager. In any event you are asked to complete the form within the next 2 working days and return it to your line manager so that your views can be incorporated into the recruitment process. If you have difficulty in completing this form your manager will offer you appropriate assistance.

If, for any reason, you do not wish to do this exercise then clearly there is no compulsion. If you would like to take part in this process, but not with your manager, he/she will arrange another person to do this with you. Alternatively you can choose to complete the questionnaire on your own and hand to your line manager.

Your response will be kept confidential for this process, but will be reviewed by the Senior Leadership Team to help inform recruitment, selection and induction processes within the School.

Name

Employee Number

Post Title

Start Date

Date of Leaving

What is your main reason for leaving the School?

Early Retirement

☐

Normal Retirement

☐

Pursue a different career

☐

Compulsory Redundancy

☐

Voluntary Redundancy

☐

Return to attend college/university

☐

Health reasons

☐

Relocation

☐

Promotional post

☐



Personal/domestic reasons E R A T I O N

To widen experience

End of temporary appointment/contract

Other (Please give details in box below)

Please consider the statements below and indicate with a tick whether they have been a factor in your decision to leave. Any 'Yes' answers should include a brief explanation in the 'Comments' column.

Job satisfaction in post

Yes

No

N/A

Feedback on work performance

Yes

No

N/A

Training and Development opportunities

Yes

No

N/A

Workload

Yes

No

N/A

Pay and/or benefits

Yes

No

N/A

Promotion prospects

Yes

No

N/A

Job security

Yes

No

N/A

Working conditions and facilities

Yes

No

N/A

Relationships with line manager

Yes

No

N/A

Relationships with colleagues

Yes

No

N/A



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F E D E R A T I O N

Management style

Yes

No

N/A

Staff communications

Yes

No

N/A

Workplace diversity issues

Yes

No

N/A

Work Life Balance issues

Yes

No

N/A

The Job you are leaving

So we can ensure that the design of the job you are leaving is appropriate for the needs of the school, please answer the following:

Did the requirements of the job match those outlined in the Job Description?

☐

Fully

☐

Almost

☐

Partly

☐

Hardly

Comments

Did the job make use of the personal skills and attributes you hold as outlined in the Person Specification?

☐

Fully

☐

Almost

☐

Partly

☐

Hardly

Comments



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What attracted you to apply to the school in the first instance?

- ☐ The job itself
- ☐ Career development
- ☐ Salary
- ☐ Conditions of service
- ☐ Reputation of the School
- ☐ Location

Other (Please give details in box below)

Would you work for the School again?

- ☐ Yes
- ☐ No (Please tell us why in box below)

Would you recommend the School as a good employer?

- ☐ Yes



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☐

No (Please tell us why in box below)

Comments:

When you joined the School

Were you made welcome and valued?

☐

Strongly Agree

☐

Agree

☐

Neither Agree nor Disagree

☐

Disagree

☐

Strongly Disagree

Policies and procedures were accessible to you

☐

Strongly Agree

☐

Agree

☐

Neither Agree nor Disagree

☐

Disagree

☐

Strongly Disagree

How would you rate the School induction?

☐

Excellent

☐

Good

☐

Satisfactory

☐

Poor



Did you find the induction process beneficial?

☐

Yes

☐

No

If 'No', please tell us why

About your Personal Performance

Have you had an appraisal in the last 12 months?

☐

Yes

☐

No

Were objectives set and reviewed?

☐

Yes

☐

No

Were your training needs identified and met?

☐

Yes

☐

No

Did your manager continue to monitor your performance subsequent to your appraisal?

☐

Yes

☐

No



About your Line Manager

Communicated effectively

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neither Agree nor Disagree
- ☐ Disagree
- ☐ Strongly Disagree

Was supportive and helpful

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neither Agree nor Disagree
- ☐ Disagree
- ☐ Strongly Disagree

Encouraged teamwork in the department

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neither Agree nor Disagree
- ☐ Disagree
- ☐ Strongly Disagree

Promoted and supported equal opportunity and fair treatment of employees

- ☐ Strongly Agree
- ☐ Agree
- ☐ Neither Agree nor Disagree
- ☐ Disagree



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F E D E R A T I O N

☐

Strongly Disagree

Acknowledged when you did your job well

☐

Strongly Agree

☐

Agree

☐

Neither Agree nor Disagree

☐

Disagree

☐

Strongly Disagree

Supported training and development

☐

Strongly Agree

☐

Agree

☐

Neither Agree nor Disagree

☐

Disagree

☐

Strongly Disagree

Overall, my line manager does a good job

☐

Strongly Agree

☐

Agree

☐

Neither Agree nor Disagree

☐

Disagree

☐

Strongly Disagree

Your work environment

Were you provided with adequate equipment to carry out your job?

☐

Yes

☐

No



If 'No', please tell us why

Did you consider that you worked in a safe environment?

☐

Yes

☐

No

If 'No', please tell us why

Are there any other issues you would like to raise?

☐

Yes

☐

No

If 'Yes', please give details

How did you complete this questionnaire?

☐

In an Exit Interview with your Line Manager

☐

Individually/On your own



Appendix 2: Guidance on Completing Job Description and Person Specification Template

The purpose of the job description is to list the key duties and responsibilities of the post. It includes the person specification, the purpose of which is to define the key characteristics of the candidate who could most effectively fulfil the job role.

It is important that the job description accurately sets out the responsibilities of the role, so that appropriate candidates are attracted to apply and to help in identifying the most suitable candidates in the shortlisting and selection process.

Please complete all fields.

Job Ref Number - the number assigned to the post following job evaluation.

Grade - should be inserted once the post has been through the job evaluation process. There is a link in the Grade box to the current pay scale.

Purpose of Job – a succinct explanation of the purpose of the job in no more than a few lines.

Team Structure – This can be a basic Word organisation chart (as per the example) to show the peers and manager and any direct reports for this post. It should identify the name of the post that the postholder will report to.

Main Duties – The main duties of the post should be listed. It is not necessary to list every activity that might occur in the post. The range and activities should be identified. The duties should be described in a clear and consistent way. A maximum of 15 main duties should be included.

Person specification – There are 4 columns on the person specification part of the template.

- **Requirements** – This section includes the skills, knowledge, qualifications and experience needed for the role. In addition it should include any other requirements of the role e.g. whether a DBS check is required. These should all be justifiable objective criteria.
- **Where identified** – There is a key at the bottom of the person specification identifying where the requirements will be tested. (A = application form, T = test/assessment, I = interview and P = presentation).
- **Essential** – please tick if the requirement is necessary for the job
- **Desirable** – please tick if the requirement is desirable but not essential

The requirements identified on the person specification should form the basis for shortlisting and selection.

By differentiating between Essential and Desirable requirements, this provides a solid basis for shortlisting, in that any applicant who lacks any of the essential criteria can legitimately be rejected, whilst the desirable criteria can be applied at a later stage in the recruitment process to choose between two or more candidates all of whom meet the necessary criteria. Where a particular criterion is described as desirable, but not essential, candidates who lack that criterion should not be automatically excluded from consideration for the job.



The person specification should include the essential requirements for the job and be reasonable in relation to the level of post as, if you make it overly prescriptive, it may make it difficult to find someone who meets all of the essential criteria.

Appendix 3: Job Description & Person Specification Template

JOB DESCRIPTION & PERSON SPECIFICATION	
Director Area:	Job Ref Number:
Service Area:	Grade: (click here for value)
Job Title:	
PURPOSE OF JOB:	
TEAM STRUCTURE:	
<pre> graph TD Manager[Manager Job Title] --- Peer1[Peer Job Title] Manager --- ThisRole[This Role Job Title] Manager --- Peer2[Peer Job Title] </pre>	
MAIN DUTIES:	
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	
11	
12	
13	
14	
15	



PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable

*A = Application form T = Test/Assessment I = Interview P = Presentation

General - The postholder is expected to work to carry out the duties in accordance with the school's policies and procedures.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Safeguarding -. All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.



<School Name>

Recruitment Privacy Notice

About Us

<School name> is known as the "Controller" of the personal data you provide to us.

The purpose of this privacy notice is to tell you how and why we use the information we gather about you when you apply to work with us.

Why do we collect your personal data?

It is necessary for us to collect and process personal data about you in order to assess your eligibility to work with us and to make a decision about your recruitment and employment. More specifically, this will include but is not limited to the following:

- Assessing your skills, qualifications and suitability for a role within the school
- Carrying out background and reference checks, where applicable
- Communicating with you about the recruitment process
- Maintaining records relating to the recruitment process
- To comply with legal or regulatory requirements e.g. Safer Recruitment

We will not collect any personal data that we do not need and as far as is reasonable and practicable will ensure that the information recorded is accurate and kept up to date.

What personal data do we collect?

The personal data we will collect includes:

- Personal contact details such as name, address, telephone number and email address
- Date of Birth
- National Insurance Number
- Employment history
- Qualifications and other academic achievements
- Contact information for the provision of references
- Identification documents
- Results of psychometric testing, where applicable.

We will also collect and use the following "special categories" of more sensitive personal data:

- Information about your race, ethnicity, religious beliefs, sexual orientation and political opinions
- Trade union membership
- Information about your physical and mental health, including any medical conditions.
- Information about criminal convictions and offences, including information from the Disclosure and Barring Service.



Who do we get your personal data from?

This information is collected in the following ways:

- Provided to us directly by you through the application form and at interview
- From your named referees

Who do we share your data with?

We will only share information when it is necessary to do so for the purpose of recruitment and in accordance with the law. Where necessary, we will share your data with organisations that deliver services on behalf of the school.

Where necessary we will share your personal data with the following categories of recipients:

- Disclosure and Barring Service
- Occupational Health Provider
- Previous employers and other individuals identified as capable of giving a reference
- Professional advisors and consultants involved in the recruitment exercise

How long do we keep your data for?

We are required to retain your personal data only for as long as is necessary, after which it will be securely destroyed in line with the school's retention policy.

Retention periods can vary and will depend on various criteria including the purpose of processing, regulatory and legal requirements, and internal organisational need.

Retention periods for recruitment data are: **<insert your retention period>**

How do we keep your data safe?

We have an information security policy which sets out how we aim to keep your personal data secure. The policy can be found **<insert link or details of how to access the school's information security policy>**

Access to information is strictly controlled based on the role of the professional.

All staff are required to undertake regular data protection training.

Your personal data is not processed outside of the EU by the school. **<only to be included if this is true for your school>**

Add/delete statements as necessary

Your Rights

You have a number of rights which relate to your personal data.



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You are entitled to request access to any personal data we hold about you and you can also request a copy.

You can also request that we correct any personal data we hold about you that you believe is inaccurate;

You can request that we erase your personal data and request that we stop processing all or some of the personal data we hold.

We are obliged to consider and respond to any such request within one calendar month.

To exercise any of your rights please contact the schools Data Protection Officer, contact details below.

Further Information

If you wish to make a request or make a complaint about how we have handled your personal data please contact:

- Data Protection Officer at <insert name and contact details.>
- Add additional contact email addresses as appropriate e.g. school admin office

Alternatively, you can contact the school by writing to:

<name and postal address>

If you are not satisfied with our response or believe we are not processing your personal data in accordance with the law you can complain to the Information Commissioner's Office (ICO)

www.ico.org.uk



Appendix 5: Sample Reference Request Letter

Dear

APPOINTMENT OF:

LOCATION:

INTERVIEW DATE:

NAME AND ADDRESS:

PREVIOUS NAME(S):

The above mentioned applicant has given your name as a referee.

We would appreciate your opinion as to the candidate's suitability for this post and, to assist you with this task, copies of the Job Description and the Person Specification are enclosed.

Wherever possible, please use headed notepaper for your reply. It would also be helpful if your comments could be made under the headings outlined on the attached sheet. If the headings are not appropriate because, for example, you do not know the candidate in a work setting, then a general reference will be acceptable. Any information you give may be shared with the candidate.

Your reply, which would be appreciated before the interview date, **should be returned to:**

In the interests of economy, no acknowledgement will be made of the receipt of your reference, and therefore, I wish to thank you in advance for your co-operation in this matter.

Yours sincerely

Head Teacher/ Chair of Governors.

Encl. Guidance note for Referees



Guidance note for Referees:

Referees have a responsibility to ensure that the reference is accurate and does not contain any material misstatement or omission and you are reminded that any relevant factual content of the reference may be discussed with the applicant.

1. Please indicate in what capacity and over what period of time you have known this candidate.
2. Are you satisfied that the candidate has the ability and is suitable to undertake the job in question? Please set out the candidate's actual responsibilities and performance in his/her current job.
3. Please set out the areas of relative strengths and weaknesses, including whether you have ever had cause for disquiet about this person's behaviour/judgement and the circumstances.

NB: If you receive a reference request for a member of staff, please remember that for teachers, there is a statutory duty for current employers to provide details of any formal capability procedures involving the individual in the previous 2 years, and the reasons for this.

This does not apply if an individual has been supported informally outside of the schools capability policy.

4. Are you satisfied that the candidate is suitable to work with children, and, if not, please provide specific details of your concerns and the reasons you believe the candidate may be unsuitable.
5. Any other comments – please feel free to make any other comments regarding the candidate's knowledge, experience and suitability for appointment based on the enclosed job description and person specification.

If you are the candidate's current employer, or a previous employer in work with children please provide information on the following areas:

6. Confirmation of the candidate's current post and salary.
7. Details of any disciplinary procedures the candidate has been subject to in which the disciplinary sanction is current.
8. Details of any disciplinary procedures the candidate has been subject to involving issues related to the safety and welfare of children or young people, including any in which the disciplinary sanction has expired, and the outcome of those.
9. Details of any allegations or concerns that have been raised about the candidate that relate to the safety and welfare of children or young people or behaviour towards children or young people, and the outcome of those concerns, eg. Whether the allegation or concern was investigated, the conclusion reached, and how the matter was resolved.
10. If the candidate has already left or has indicated an intention to leave your employment please indicate the date of leaving and the reason.

If you are providing a reference for a post that is part of the leadership team in a School, please provide information on these additional areas:



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1. Details on the applicant's working relationships with other people, e.g. colleagues, children, vulnerable adults, general public. Please include details of experience in successfully developing teams.
2. Details on the applicant's abilities related to financial management.



Appendix 6: DBS Risk Assessment Template

Employees starting work before an Enhanced DBS Certificate is completed
(All other recruitment checks must be completed before submitting this form for final sign off).

Name of Manager/Headteacher.....

Full Name of Applicant.....

Position Applied For.....

Director/Service Area.....

	Question	Comment
1	Have all relevant pre-employment checks been completed: • DCCR (Residential) • Mandatory registrations. e.g. QTS etc. • Candidate Interview notes. • References checked and verified. • Application form checked. (Signed & Dated by applicant) • Job Description. • Evidence of Professional Qualifications. • References • Right to work in UK documentation. • Proof of Identity. • Medical Clearance. • Starter Form. • Bank & Personal Details Form. • Candidate Interview Assessment Form.	Yes No
2	Has the Recruitment team confirmed they have received all the required above paperwork?	Yes No
3	Has the Disclosure team confirmed a DBS application has been received?	Yes No
4	Is this post in Regulated Activity (Appendix A) and therefore eligible for a check of the Barred List(s)?	Yes No

If the answer is yes to all the above and there is an imminent start date, please contact the DBS Team to request the check(s) of the appropriate barred list(s).

Childrens – Adults – Children & Adults

The Disclosure Team will make the application, and email evidence of the result, if there are no matching records you should attach this to the Risk Assessment for final sign off.

	Question	Comment
5	Has the relevant barred list check(s) been undertaken:	
	Childrens	Yes N/a
	Adults	Yes N/a
6	Is the applicant barred from working with Children/Adults	Yes No N/a



- 7 What level of and how much supervision is available to the applicant from an appropriately qualified/experienced member of staff?
- 8 Can any safeguards be implemented to reduce/remove risk.
e.g. Induction only / No unsupervised access.
- 9 Has the applicant advised of any disclosures that the DBS check will show? If so, what is the impact of these? Yes No
(Please see Appendix 5: Cause for Concern Risk Assessment Pro forma.)
- 10 Any questions/additional comments by the applicant? Yes No

Declaration by applicant:

I understand that if I am allowed to start work before my enhanced DBS check is returned it is subject to the information I have supplied and this should be complete and correct. False information, or failure to supply the details required could lead to termination of employment.

Signature.....Date.....

Additional comments from the Manager/Headteacher.

Signature.....Date.....

Outcome of Risk Assessment (delete as appropriate):

Allow employee to begin prior to the returned completed DBS Certificate. Yes No

Please state (if applicable) whether approval is dependent upon conditions being met, such as recommendations, restrictions or safeguards to be implemented by the employing service: Yes No

Name of Authorising Officer.....

Officers Signature.....

I have considered the content of this Risk Assessment and give approval for the applicant to start in position, with the safeguards set out above put in place, prior to the return of an Enhanced DBS check.

Name of Head/Chair of Governors.....

Signature.....Date.....



Appendix 7: Cause for Concern Risk Assessment Proforma

Please complete this form fully and discuss with an HR Provider, as it will form the basis of a decision to appoint/not to appoint someone into a position where adverse disclosures have been identified on a returned DBS check.

Name of Head Teacher

Name of Applicant.....

Name of Senior HR Advisor

Position Applied For

School

Date of Risk Assessment.....

Questions	Comments
Does the applicant meet all the essential criteria for the post in terms of skills, knowledge, experience and ability?	
Does the applicant agree that the information detailed on the DBS certificate is correct? In the event of a challenge from the applicant the matter needs referring to the disputes team at the DBS.	
The country in which the offence was committed e.g. some activities are offences in Scotland and not in England and/or Wales and vice versa. Whether the offence has since been decriminalised by Parliament.	
What was the nature of the crime, when did the relevant offence(s) occur e.g. less/more than two years ago, what were the circumstances involved and what was the sentence?	



Questions	Comments
Do the matters disclosed form any pattern? Was the offence a one-off, or part of a history of offending e.g. is the offence likely to re-occur?	
What is the seriousness of the offence(s) and relevance to the safety of other employees, customers, service users and property?	
Are there any assessments and reports from those agencies involved in the applicant's process of rehabilitation e.g. probation service, specialists working in prison, other agencies?	
Are the type and/or nature of the offence(s) directly relevant to the post?	
What is the nature of the contact the applicant will have with children/adults/the public and how vulnerable are they? If working with adults, will the applicant have access to finances or to items of value?	
Was the relevant offence committed at work (either paid or unpaid work)? Does the job present any opportunities for the applicant to re-offend in the place of work?	
Did the applicant declare the matters on the DBS disclosure application form and/or the LCC application form?	
Are there any mitigating circumstances e.g. any relevant information offered by the applicant about the circumstances that led to the offence being committed e.g. the influence of domestic or financial difficulties?	
Has the applicant's circumstances changed since the offence was committed, making re-offending less likely (e.g. improved personal circumstances, drug addiction therapy etc.). Can the applicant demonstrate any efforts not to re-offend? i.e. rehabilitation course	



Would the applicant do anything differently now - has their motivation changed? Does the individual regret the matter (degree of remorse) and what is their attitude towards the matters now?	
What level of and how much supervision is available to the applicant?	
Can any safeguards be implemented to reduce/remove any risk e.g. no unsupervised contact?	
Any questions/additional comments from the applicant?	

Declaration by applicant and any additional comments in support of their employment

I understand that any offer of employment will be subject to the information I have supplied and that this is complete and correct. False information, or a failure to supply the details required could make an offer of employment invalid or lead to termination of employment. I understand that this proforma will be held securely for 25 years from the date of the assessment if appointed/6 months if not appointed. It will only be accessed if a) Regulatory/enforcement organisations ask for clarification on this recruitment decision, or b) any allegations are made against me during the course of my employment with the Council, where an investigation would require access to this data. It will be destroyed.

I consent to the above:

Signature: Date.....

Name:

Additional comments



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Signature: Date:

Outcome of Risk Assessment (delete as appropriate):

Continue with offer of employment/withdraw offer of employment

Please state (if applicable) whether approval is dependent upon conditions being met, such as recommendations, restrictions, safeguards to be implemented by the employing school

Name of Head Teacher

Signature of Head Teacher:



Appendix 8: Childcare Disqualification Self Declaration

Disqualification Declaration - CONFIDENTIAL

Name		Post	
Please circle one answer for each question			
Section 1 – Orders or other restrictions			
Have any orders or other determinations related to childcare been made in respect of you?		YES / NO	
Have any orders or other determinations related to childcare been made in respect of a child in your care?		YES / NO	
Have any orders or other determinations been made which prevents you from being registered in relation to child care, children's homes or fostering?		YES / NO	
Are there any other relevant orders, restrictions or prohibitions in respect of you as set out in the Schedule 1 of the Regulations? Available at the link below: http://www.legislation.gov.uk/uksi/2009/1547/schedule/1/made		YES / NO	
Are you barred from working with Children by the Disclosure and Barring Service (DBS)?		YES / NO	
Are you prohibited from teaching by the National College for Teaching & Leadership (NCTL)?		YES / NO	
Section 2 – Specified and Statutory Offences			
Have you ever been cautioned, reprimanded, given a warning for or convicted of:			
☐☐Any offence against or involving a child? (A child is a person under the age of 18)		YES / NO	
☐☐Any violent or sexual offence against an adult?		YES / NO	
☐☐Any offence under the Sexual Offences Act?		YES / NO	
• Any other relevant offence?		YES / NO	



Further information available at the links below: http://www.legislation.gov.uk/ukxi/2009/1547/schedule/2/made http://www.legislation.gov.uk/ukxi/2009/1547/schedule/3/made		
Have you ever been cautioned, reprimanded, given a warning for or convicted of any similar offence in another country?		YES / NO
Section 3 – Provision of Information		
If you have answered YES to any of the questions above you should provide. You may supply this information separately if you so wish, but you must do so without delay.		YES / NO
Details of the order, restriction, conviction, caution etc. including dates and relevant court(s) body(ies) (give details below)		
You must also provide a copy of the relevant order, caution, conviction etc. In relation to cautions/convictions a DBS Certificate may be provided.		
Section 4 – Declaration		
In signing this form, I confirm that the information provided is true to the best of my knowledge and that:		
• I understand my responsibilities to safeguard children.		
• I understand that I must notify my employer immediately of anything now or in the future that affects, or might affect, my suitability to work in this establishment, including any cautions, warnings, convictions, orders or other determinations made that would render me disqualified from working with children under the Childcare (Disqualification) Regulations 2009, replacement or similar legislation. Failure to notify will be a serious matter, considered as gross misconduct under the Disciplinary processes and could result in summary dismissal.		
Signed:		Date:
Print Full Name:		



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Appendix 9: Sample Offer Letters

Dear

Conditional Offer for the position of <Job Title>

We are delighted to make you a conditional offer of employment to the above post. The details of your offer are listed below:

(Support Staff)

- Starting salary:
- Grade:
- Spinal Column Point:
- Contract Type:
- Hours per week:
- Working weeks:
- Location:
- Line Manager:

(Teaching Staff)

- Starting salary:
- Payscale:
- Point:
- Contract Type:
- Hours per week:
- Location:
- Line Manager:

This is a conditional offer of employment which is conditional subject to the satisfactory completion of your pre-employment checks. Should the pre-employment checks be unsatisfactory, the school reserves the right to withdraw the offer of employment.

Your start date will be agreed once all pre-employment checks have been satisfactorily completed.

Once all pre-employment checks are complete and satisfactory, we will send you confirmation that the above matters have been satisfactorily concluded.

Please note that where an employee is due to start in post between/on/after the 15th and the end of a month, the first pay date will be the 23rd of the following month.

In the meantime, please do not hesitate to contact me if you have any queries.

Yours sincerely

[Name]

[Job Title]



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Dear

Final Offer

Your pre-employment checks have now been completed and we are delighted to confirm your appointment to the role of <job title>. Please see your starting details below:

Start Date:

Start Time:

On arrival please ask for:

A formal contract of employment and a full statement of your Terms and Conditions of Employment will follow.

Please note that where an employee is due to start in post between/on/after the 15th and the end of a month, the first pay date will be the 23rd of the following month.

(Insert the following for Support staff only in Community/Controlled Schools and where the employee is new to the employment of Lincolnshire County Council)

All new employees to the Council are subject to a six month probation period before their appointment is confirmed unless otherwise stated. Probation periods give the school the opportunity to assess a new employee's suitability in the role they have been appointed to and for the employee to demonstrate their ability to effectively perform their duties, have the opportunity to become familiar with the main duties and tasks of their post and demonstrate the standard of performance, attendance and conduct expected of them. During your probation period, we will meet at 2 months and 4 months to formally review your progress

We wish you every success in your new role. If you have any questions please do not hesitate to contact me.

Kind regards

[Name]

[Job Title]



Appendix 10: Personnel File Checklist for Safer Recruitment

The following is a checklist of documents to be placed on the new employee's personal file once the recruitment process has been completed.

Lincolnshire County Council (via HR Admin) does not require copies of the any documents listed below other than:

- Evidence of Right to work in the UK (unless an existing member of staff)
- Bank and Personal Details Form (unless an existing member of staff)

Employee Name	
If currently working at an LCC school– Employee Number and continuous Service Date	
Position Title	
School	
Aggregate Service (Teachers Only) For sickness entitlement, insert total aggregated local authority service. Do not include any academy service.	

The following documents should be held in school on employee's personnel file. The boxes next to each are for the school to make necessary notes or add dates as required.

Documentation	Comments/notes/dates
Enhanced DBS	
DBS - No Barred List	
DBS – Children's Barred List	
DBS – Children's and Adults Barred List (Special School's Only)	
If there are exceptional circumstances where the individual starts work in regulated activity prior to the DBS certificate being received you must undertake a DBS risk assessment.	
DBS Risk Assessment	
Mandatory Professional Registrations e.g., QTS etc.	
Evidence of qualifications – Requirement for those posts where a professional qualification is essential	
LCC Application Form signed and dated by applicant	
References Internal appointment x 1	



External appointment minimum 2 Work/academic/character	
Proof of Identity Evidence of name, Photo ID, Date of birth, Current address and proof of national insurance number Copies signed and dated as having seen the originals	
Evidence of Right to work in the UK RTW documents should be in an individual's current name. If the individual's name has changed please include paperwork showing link between current name and name on RTW	
Medical clearance – pre-employment	
Disqualification from Caring for Children (DCCR) Form Where applicable	
Prohibition Order Check Where applicable an individual school would carry out direct through Teacher Services at the link below Teacher status checks: information for employers - GOV.UK (www.gov.uk)	
Individuals who have lived or worked outside the UK - appropriate checks e.g. statement of good conduct	
Interview record and details of any gaps/anomalies discussed at interview, including any further information provided.	
Interview record and details of any gaps/anomalies discussed at interview, including any further information provided.	

I confirm that the above-named employee has been appointed in accordance with the KCSIE guidance.

I enclose the following documentation:

- Evidence of Right to work in the UK
- Bank and Personal Details Form

Signed _____ (Headteacher/Chair of Governors)

Date _____

A copy of this signed form with the necessary other documentation should be e-mailed to:
HRSchoolsTeam@lincolnshire.gov.uk



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Appendix 11: Historical Personnel Files Pre-Employment Checks Required

For employees with continuous service at your school dating back, the following pre-employment checks should have been carried out and be held on their personnel file.

The personnel file for staff employed between the 1st April 2002 – 30th April 2006 should contain:

- References – 2 for external candidates/1 for internal candidates
- Medical Clearance
- Application Form
- Evidence that original academic and vocational qualifications have been checked
- Professional Registration e.g. SRA (Solicitors Regulatory Authority)
- Evidence of the DBS disclosure and date (if applicable)
- Disqualification from caring for Children (DCCR) Form (Only required for posts in regulated services or posts that involve caring for children eg day nurseries, pre-schools, child-minding etc.)

The personnel file for staff employed between the 1st April 1987 – 31st March 2002 should contain:

- References – 2 for external candidates/1for internal candidates
- Medical Clearance
- Application Form
- Evidence that original academic and vocational qualifications have been checked
- Evidence of the Police check (where applicable)
- List 99 check (where applicable)

The personnel file for staff employed before the 31st March 1987 should contain:

- References – 2 for external candidates/ 1 for internal candidates
- Medical Clearance
- Application Form
- Evidence that original academic and vocational qualifications have been checked
- List 99 check

All personnel files are stored securely.



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Appendix 12A: Single Central Record



Appendix_12A__Single_Central_Record_May

APPENDIX 12B: Single Central Record Guidance Notes



Single Central Record
Guidance Notes v5 M



Appendix 13: Pension Re-Enrolment

As part of our obligations under re-enrolment legislation employees may have been enrolled into a pension scheme and if this is the case they will see a pension contribution deduction on their payslip. The individual should also get a letter to confirm if this has occurred and what they need to do if they do not wish to remain in the scheme.

It is the responsibility of the school to ensure that any such letters are provided to the employee; please contact your Senior HR Advisor / HR Provider for template letters for you to use.

Every 3 years we are required under the law to undertake re-enrolment as part of the Governments initiative on Pensions Re-enrolment. In effect, this aims to get more people paying into a workplace pension scheme although within LCC, we contractually enrol all new starters into one of our workplace pension schemes as part of the overall benefits package. When the re-enrolment takes place, this will only affect those that have opted out of the pension scheme and meet the Governments criteria for auto enrolment.



Appendix 14: Induction Checklist

The following checklists are designed for guidance and cover the minimum information necessary on an induction programme. Schools may wish to build upon these to deliver their own tailored local area induction programmes.

PRIOR TO ARRIVAL

Employee's Name	Date
Ensure access card, essential IT passwords and user IDs will be available for the employee's first day	

DAY ONE – BASIC INDUCTION

Employee's Name	
Welcome Introductions to supervisor/mentor, line manager and colleagues Familiarisation with work area including access and parking Ensure Notification of Appointment Form has been submitted on BW Bank Credit – ensure details are/have been passed to Payroll Collect P45 or ensure P46 is/has been passed to Payroll Job Outline Hours of work/flexible working arrangements – where applicable Personal Support Passport – where applicable Safeguarding/Child Protection Policy Code of Conduct Confidentiality and Computer Security Internet and Email policies	



Employee's Name	
Personal Belongings/Insurance	
Telephones / Photocopying	
Safety, health and hygiene requirements specific to the school	
First Aid and Emergency Policy and arrangements	
Fire procedures	
Smoking Policy	

These items have been explained to me and I confirm that I am satisfied and understand them.

I confirm that I have received a copy of the School's Code of Conduct.

Employee's signature:

I have explained the items and carried out any appropriate checks listed and ensured that the employee has been given a copy of the School's Code of Conduct.

Signed:

Head Teacher / Line Manager

Appendix 14 A: Induction Checklist for Athena Fortuna Federation



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F E D E R A T I O N

Employee's Name	Date



NEW STARTER INDUCTION

The below items have been explained, and I am signing to confirm that I am satisfied and understand them.	Personnel Signature	New Staff Signature
CHILD & FAMILY OFFICER		
To be completed on the first day		
Welcome		
Introductions to Line Manager and Colleagues		
Familiarisation with work area including access and parking		
Signing in		
Drinks and Cleaning Staff Room		
ID card		
Social media – privacy settings, confidentiality and computer security		
Mobile Phones and other electronic devices		
Internet and email policies		
Privacy Notice		
Safeguarding/Child protection Policy		
Code of conduct Policy		
Child Protection Agreement		
Acceptable Use Form		
To be completed in the first week		
DBS Update Completed		
Policies to be read from school website (statutory policies listed on Policies agreement)		
Account set up for training on Enable (safeguarding_training@lincolnshire.gov.uk)		
Safeguarding e learning induction modules completed (reviewed at 2-month probation meeting)		
Introductory courses – LSCP 6 year training pathway		
KCSIE Part 1 in particular Annex A and Annex C		
CPOMS		
- Login details requested - Training by CAFO provided		
Team Teach		
- Request of CS/AS to be booked on training - Certificate expiry date of applicable - Behaviour Smart Access		
Data protection training		
Medical Tracker access (Athena only)		
Probation meetings at 2, 4 and 5 months set and added to diary		
SCHOOL BUSINESS MANAGER		
Sickness Procedure Starter Form has been passed to payroll Collect P45 or P46 is/has been passed to Payroll IT login details requested Medical Clearance Job Outline Fire Procedures Smoking Policy Hours of work including breaks Entrance Key Locker Telephones/Photocopying Reporting Accidents Childcare Disqualification Self Declaration Form Next of Kin Form Staff Room rules including tea, coffee, milk + dishwasher Personal Support Passport (if applicable)		



These items have been explained to me, and I confirm that I am satisfied and understand them.

I confirm that I have received a copy of the School's Code of Conduct.

Employee's signature:

I have explained the items and carried out any appropriate checks listed and ensured that the employee has been given a copy of the School's Code of Conduct. Employer's title and signature:

Updated September 2025

NOTES



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Appendix 15 Recruitment Checklist

RETAIN ALL CANDIDATE INTERVIEW ASSESSMENT FORMS WHICH SHOULD BE STORED SECURELY FOR FIVE MONTHS BEFORE CONFIDENTIALLY SHREDDING.

Recruitment and Selection to the post of _____

Appointing Officer _____

Date _____

Tasks to be completed for all recruitment and selection activity in School	Notes	Documents to be retained for personal file	Sign	Date
JOB DESCRIPTION & PERSON SPECIFICATION Create/Update Job description Ensure there is a reference in job description to the responsibility to safeguard and promote the welfare of children and young people. Create/Update Person Specification Specific reference in person specification to suitability to work with children and young people. Include a "safeguarding children" statement.				
PRIOR TO ADVERTISING A VACANCY				



Tasks to be completed for all recruitment and selection activity in School	Notes	Documents to be retained for personal file	Sign	Date
Ensure at least one member of the panel has undertaken Safer Recruitment training.				
JOB ADVERT Prepare and place the Job Advert Advert to include the school's safeguarding statement, requirement for enhanced DBS and Barred List check, the fluency duty wording for public facing roles.				
SHORTLISTING Applications scrutinised – any discrepancies/ anomalies /gaps in employment noted to explore if candidate is shortlisted. If it is suspected artificial intelligence (AI) tools have been accessed to complete application then they could be removed from the recruitment process. Application forms shortlisted using attributes from person specification.		Application Form		
REFERENCES Send for references using the standard template. Read references as they are received (before interview) and contact referee if there areas any areas of concern.		References and any notes / emails where follow up contact with the referee has been made.		



Tasks to be completed for all recruitment and selection activity in School	Notes	Documents to be retained for personal file	Sign	Date
If a candidate has worked with children/vulnerable adults in a previous role, one referee should be able to make reference to their work. References should be on headed paper and contain a signature, date and job title.				
INVITATION TO INTERVIEW Send out invitation to interview.				
THE SELECTION PROCESS Decide upon appropriate selection methods to be used. Agree interview questions with the panel Must include a face-to-face interview as part of the selection process. Discuss applicant's suitability for work with children as well as for the post. Gaps/discrepancies/anomalies in information/ references identified before interview to be investigated with the candidate at interview. Conduct interview (or other assessment method) and keep notes made.		Notes from interview		
CHECKS DURING THE SELECTION PROCESS ✓ Identity ✓ DBS and Barred List Check ✓ Medical Clearance ✓ Right to work in the UK		Identity check Right to work in the UK documentation		



Tasks to be completed for all recruitment and selection activity in School	Notes	Documents to be retained for personal file	Sign	Date
✓ Childcare disqualification declaration (if required) ✓ Essential Qualifications ✓ Prohibition order check for those carrying out teaching work ✓ Statement of Good Conduct (if required) ✓ Conflict of interest checked Photocopies of documents taken, dated, signed and stored securely.		Childcare disqualification self- declaration form Essential Qualifications Prohibition order Interview notes confirming conflict of interest was checked		
UNSUCCESSFUL CANDIDATES Send appropriate letter				
DECISION TO APPOINT Ensure obtained all necessary employment checks and references have been received (if not already obtained and scrutinised previously). Send provisional offer letter. Ensure DBS application form is sent with provisional offer letter (if required). Send formal letter of employment once all pre-employment checks complete (including medical clearance received).		Report on fitness to work assessment		
PROCESSING THE APPOINTMENT Complete any new starter form and return to payroll provider.		CRB or risk assessment		



Tasks to be completed for all recruitment and selection activity in School	Notes	Documents to be retained for personal file	Sign	Date
If the DBS check has not been returned by the start date undertake a Risk Assessment before the employee starts in post.				

Appendix 16: Criminal Record Disclosure Form

This information should only be requested from applicants who have been shortlisted. The information should not be requested in the application form to decide who should be shortlisted.

CRIMINAL CONVICTIONS

The 1997 Police Act allows employers to obtain information about people who are being considered for appointment to positions involving work with children.

The post you are applying for is subject to an enhanced disclosure and you are required to declare any spent or unspent convictions, either in the UK or abroad, including cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013) by SI 2013.

You must also inform us if you are on List 99, disqualified from working with children, or have any active restriction which would prevent you taking up this post.

Criminal records will only be taken into account for recruitment purposes when the conviction is relevant. Having an "unspent" conviction will not necessarily bar you from employment. This will depend on the circumstances and background of your offence(s). Any information disclosed will be treated sensitively and in confidence and will only be used in deciding a candidate's suitability for the post applied for.

Failure to disclose any information required of you may result in your application being rejected or disciplinary action being taken if you have commenced employment with the School. The information you provide under this section will not be used for shortlisting purposes but will be discussed at interview if the School consider it is relevant to the position you are applying for.

Have you any spent or unspent convictions, cautions, reprimands or final warnings that are not 'protected' to declare?

Yes	No
☐	☐

If yes, please provide details below including the nature of the offence/alleged offence, date and full name at the time of the offence:

If you are unsure whether you need to disclose criminal information, you should seek legal advice or you may wish to contact Nacro or Unlock for impartial advice. There is more information on filtering and protected offences on the Ministry of Justice website.

Nacro - <https://www.nacro.org.uk/criminal-record-support-service/>
or email helpline@nacro.org.uk or phone 0300 123 1999

Unlock – <http://hub.unlock.org.uk/contact/> phone 01634 247350 text 07824 113848

Appendix 17: Application form

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APPLICATION FORM FOR APPOINTMENT TO A POST IN A SCHOOL

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

Please complete clearly in black ink or typescript. This application form must be completed in full. A CV will not be accepted as a replacement for any part of this form.

Please return this form to the school to which you are applying unless you are applying for a head teacher post where you must return it to the Chair or the Clerk to Governors.

If you have not been invited for an interview within 4 weeks of the closing date, please assume that your application has been unsuccessful on this occasion.

You might also want to specify how you plan to assess compliance, like through interview discussions or work samples. Would you like help refining this further?

NB. Applicants are required to complete this application without the assistance of artificial intelligence (AI) tools. All responses must be written personally by the candidate to ensure authenticity and accuracy. Any applications found to contain AI-generated content may be removed from the recruitment process.

For non-teaching posts, you can disregard the shaded boxes.

POST DETAILS

Post applied for:	At (school):
-------------------	--------------

PERSONAL DETAILS

Title:	Forenames:
Surname:	Previous surnames:
Prefer to be known as:	Date of birth (DD/MM/YY):
National Insurance Number:	Teacher Reference Number:
Address:	Mobile phone number (preferred):
	Home phone number (alternative):
	Work phone number (alternative):
Email:	

If applicable, please give the date when your continuous local government service commenced (month / year):

PERSONAL INTERESTS

Are you, to the best of your knowledge, related to or personal friends with any Senior Staff or Governors of the school to which you are applying?

Yes	No
☐	☐

If yes, please enter the names and positions of all known relations:

A candidate who fails to disclose their relationship to a Senior Staff Member or Governor of the school, may have their application rejected. If appointed, they may be subject to disciplinary action or dismissal.

Do you have any outside private business interests that may conflict with those of the Council's / School's business?

Yes	No
☐	☐

If yes, please describe your private interest:

EDUCATION, TRAINING, QUALIFICATIONS AND PROFESSIONAL MEMBERSHIPS

Please include in chronological order. Documentary evidence of relevant qualifications/memberships must be presented at interview. These must be originals. Continue on a separate sheet if necessary and attach it securely to your application form.

Name of Educational Establishment	Full or Part Time	Dates		Qualification Achieved		
		From	To	Subject	Level	Grade

TEACHING QUALIFICATION

Date qualification awarded: (Month & Year)
Date of completion of probation:

PRESENT EMPLOYER

Employer:	Job Title:	Date appointed:	Salary:
Type of School:	Single / mixed sex:	Number on roll:	Age range taught:
Summary of main duties:			
Period of Notice required:			

PREVIOUS EMPLOYMENT

Please include in chronological order and continue on a separate sheet if necessary.

Employer	Job Title	Dates (month & year)		Full or Part Time	Reason for Leaving
		From	To		

PERIODS OF UNPAID ACTIVITY

Please give reasons and duration for any gaps when you have not been in employment after the age of 18 years, for example, raising a family, unpaid voluntary work, time travelling

Details	Dates (month & year)	
	From	To

PERSONAL STATEMENT

Please explain how you would relate your education, training and experience (including those not related to employment) to the requirements of the post for which you are applying.

REFEREES

Please note all references will be taken up after shortlisting and before interview. We may request additional references.

You must supply full contact details for a minimum of two referees. One referee must be your current or last employer however if you have never had an employer, one referee must be a senior staff member from your last place of study. One referee should be able to refer to your most recent work with children. If your current or last employment was within a school, one referee must be the head teacher. A referee must not be a relative or partner. If you cannot meet the criteria outlined above, you can supply a character reference from a professional person known to you.

Referee 1 - Current or Most Recent Employer

First name:	Surname:
Organisation:	Address:
Email:	
Mobile or daytime number:	Alternate number:
Job title:	Known since (MM/YY):
Capacity in which known to you:	Type of reference (Academic/Character/Work):

Referee 2

First name:	Surname:
Organisation:	Address:
Email:	
Mobile or daytime number:	Alternate number:
Job title:	Known since (MM/YY):
Capacity in which known to you:	Type of reference (Academic/Character/Work):

Are you a foreign national or a UK resident who has lived or worked abroad?

Yes	No
☐	☐

You could obtain a Statement of Good Conduct (SOGC) from the Embassy of that country.

Declaration

I certify that the information I have given on this form is true and accurate to the best of my knowledge.

I have read or had explained to me and understand all the questions on this form.

I understand that deliberate omissions and incorrect statements could lead to my application being rejected or to my dismissal if appointed to the post.

I authorise the School to undertake the necessary pre-employment checks and to verify any information given.

I understand that satisfactory references, DBS, medical clearance, verification of qualifications and evidence of right to work in the UK are required before any final offer of employment can be made.

Signature: _____

Date: _____

Your Personal Data

It is necessary for us to collect and process personal data about you in order to assess your eligibility to work with us and to make a decision about your recruitment and employment.

Information about how your personal data is used is provided in the schools recruitment privacy notice. A copy of the notice is included within this application pack.

RETIRED TEACHERS

Under the Teachers Pensions Regulations, those teachers who are in receipt of a pension and retired on or after 01/04/1997 on grounds of ill health, cannot be employed unless you surrender your pension and are deemed fit to be employed as a teacher again.

RECRUITMENT MONITORING

The school is committed to achieving fairness and equality in employment as contained within the Council's Equality and Diversity policy. We aim to ensure that unfair discrimination does not take place at any stage of employment including within the recruitment procedure. By completing this monitoring form you will be supporting the Council in meeting its commitments to review and monitor the effectiveness of the recruitment procedure and help us ensure that these procedures are open and available to everyone. This information will be stored securely and confidentially and will not be taken into account when making the appointment.

Title:	Forenames:
Surname:	Previous surnames:
Date of birth (DD/MM/YY):	Gender:
Marital / Civil Partnership Status:	Religion / Belief:
Sexual Orientation:	Ethnic group:
Nationality:	

POSITIVE ABOUT DISABLED PEOPLE

The school welcomes applications from disabled people. We have been awarded the 'Positive about Disabled People' symbol in recognition of our commitment to ensure that disabled people are supported and treated fairly at every stage of their selection, employment and career development. We are committed to interviewing all disabled applicants who meet the minimum criteria of the role applied for.

For this purpose, disability is defined as any physical or mental impairment which has a substantial and long term adverse effect on your ability to carry out normal day to day activities. Long term means the effect of the impairment has lasted at least twelve months, is likely to last for twelve months or is likely to last for the rest of a person's life.

Please advise us in the box below if you consider yourself to have a disability and of any reasonable adjustments which are needed to ensure the interview is accessible to you.

Details of disability and any reasonable adjustments needed for interview.
--

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APPLICATION FORM FOR APPOINTMENT TO A POST IN A SCHOOL

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

Please complete clearly in black ink or typescript. This application form must be completed in full. A CV will not be accepted as a replacement for any part of this form.

Please return this form to the school to which you are applying unless you are applying for a head teacher post where you must return it to the Chair or the Clerk to Governors.

If you have not been invited for an interview within 4 weeks of the closing date, please assume that your application has been unsuccessful on this occasion.

NB. Applicants are required to complete this application without the assistance of artificial intelligence (AI) tools. All responses must be written personally by the candidate to ensure authenticity and accuracy. Any applications found to contain AI-generated content may be removed from the recruitment process.

For non-teaching posts, you can disregard the shaded boxes.

POST DETAILS

Post applied for:	At (school):
-------------------	--------------

PERSONAL DETAILS

Title:	Forenames:
Surname:	Previous surnames:
Prefer to be known as:	Date of birth (DD/MM/YY):
National Insurance Number:	Teacher Reference Number:
Address:	Mobile phone number (preferred):
	Home phone number (alternative):
	Work phone number (alternative):
Email:	
If applicable, please give the date when your continuous local government service commenced (month / year):	

PERSONAL INTERESTS

Are you, to the best of your knowledge, related to or personal friends with any Senior Staff or Governors of the school to which you are applying?

Yes	No
☐	☐

If yes, please enter the names and positions of all known relations:

A candidate who fails to disclose their relationship to a Senior Staff Member or Governor of the school, may have their application rejected. If appointed, they may be subject to disciplinary action or dismissal.

Do you have any outside private business interests that may conflict with those of the Council's / School's business?

Yes	No
☐	☐

If yes, please describe your private interest:

EDUCATION, TRAINING, QUALIFICATIONS AND PROFESSIONAL MEMBERSHIPS

Please include in chronological order. Documentary evidence of relevant qualifications/memberships must be presented at interview. These must be originals. Continue on a separate sheet if necessary and attach it securely to your application form.

Name of Educational Establishment	Full or Part Time	Dates		Qualification Achieved		
		From	To	Subject	Level	Grade

TEACHING QUALIFICATION

Date qualification awarded: (Month & Year)
Date of completion of probation:

PRESENT EMPLOYER

Employer:	Job Title:	Date appointed:	Salary:
Type of School:	Single / mixed sex:	Number on roll:	Age range taught:
Summary of main duties:			
Period of Notice required:			

PREVIOUS EMPLOYMENT

Please include in chronological order and continue on a separate sheet if necessary.

Employer	Job Title	Dates (month & year)		Full or Part Time	Reason for Leaving
		From	To		

PERIODS OF UNPAID ACTIVITY

Please give reasons and duration for any gaps when you have not been in employment after the age of 18 years, for example, raising a family, unpaid voluntary work, time travelling

Details	Dates (month & year)	
	From	To

PERSONAL STATEMENT

Please explain how you would relate your education, training and experience (including those not related to employment) to the requirements of the post for which you are applying.

REFEREES

Please note all references will be taken up after shortlisting and before interview. We may request additional references.

You must supply full contact details for a minimum of two referees. One referee must be your current or last employer however if you have never had an employer, one referee must be a senior staff member from your last place of study. One referee should be able to refer to your most recent work with children. If your current or last employment was within a school, one referee must be the head teacher. A referee must not be a relative or partner. If you cannot meet the criteria outlined above, you can supply a character reference from a professional person known to you.

Referee 1 - Current or Most Recent Employer

First name:	Surname:
Organisation:	Address:
Email:	
Mobile or daytime number:	Alternate number:
Job title:	Known since (MM/YY):
Capacity in which known to you:	Type of reference (Academic/Character/Work):

Referee 2

First name:	Surname:
Organisation:	Address:
Email:	
Mobile or daytime number:	Alternate number:
Job title:	Known since (MM/YY):
Capacity in which known to you:	Type of reference (Academic/Character/Work):

Are you a foreign national or a UK resident who has lived or worked abroad?

Yes	No
☐	☐

You must obtain a Statement of Good Conduct (SOGC) from the Embassy of that country.

Declaration

I certify that the information I have given on this form is true and accurate to the best of my knowledge.

I have read or had explained to me and understand all the questions on this form.

I understand that deliberate omissions and incorrect statements could lead to my application being rejected or to my dismissal if appointed to the post.

I authorise the School to undertake the necessary pre-employment checks and to verify any information given.

I understand that satisfactory references, DBS, medical clearance, verification of qualifications and evidence of right to work in the UK are required before any final offer of employment can be made.

Signature: _____

Date: _____

Your Personal Data

It is necessary for us to collect and process personal data about you in order to assess your eligibility to work with us and to make a decision about your recruitment and employment. Information about how your personal data is used is provided in the schools recruitment privacy notice. A copy of the notice is included within this application pack.

RETIRED TEACHERS

Under the Teachers Pensions Regulations, those teachers who are in receipt of a pension and retired on or after 01/04/1997 on grounds of ill health, cannot be employed unless you surrender your pension and are deemed fit to be employed as a teacher again.

RECRUITMENT MONITORING

The school is committed to achieving fairness and equality in employment as contained within the Council's Equality and Diversity policy. We aim to ensure that unfair discrimination does not take place at any stage of employment including within the recruitment procedure. By completing this monitoring form you will be supporting the Council in meeting its commitments to review and monitor the effectiveness of the recruitment procedure and help us ensure that these procedures are open and available to everyone. This information will be stored securely and confidentially and will not be taken into account when making the appointment.

Title:	Forenames:
Surname:	Previous surnames:
Date of birth (DD/MM/YY):	Gender:
Marital / Civil Partnership Status:	Religion / Belief:
Sexual Orientation:	Ethnic group:
Nationality:	

POSITIVE ABOUT DISABLED PEOPLE

The school welcomes applications from disabled people. We have been awarded the 'Positive about Disabled People' symbol in recognition of our commitment to ensure that disabled people are supported and treated fairly at every stage of their selection, employment and career development. We are committed to interviewing all disabled applicants who meet the minimum criteria of the role applied for.

For this purpose, disability is defined as any physical or mental impairment which has a substantial and long term adverse effect on your ability to carry out normal day to day activities. Long term means the effect of the impairment has lasted at least twelve months, is likely to last for twelve months or is likely to last for the rest of a person's life.

Please advise us in the box below if you consider yourself to have a disability and of any reasonable adjustments which are needed to ensure the interview is accessible to you.

Details of disability and any reasonable adjustments needed for interview.
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