

Safeguarding is everyone's responsibility
Please speak to the Designated Safeguarding Lead: **Hannah Pallôt** or Deputy Designated Safeguarding Leads: **Matt Collinge** or **Sam Shainberg** immediately with any concerns.
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Seven Minute Safeguarding Safer Recruitment



What is Safer Recruitment?

Any organisation that works with vulnerable groups has a responsibility to safeguard them and ensure their well-being. All children and vulnerable adults deserve to live and be educated in a safe environment that promotes their health and development and is free from abuse, maltreatment and exploitation.

Part of developing this environment is ensuring that all staff members, whether paid or voluntary, are suitable for a position working with vulnerable groups.

Safer recruitment is the method of designing an application process which deters unsuitable applicants from applying for a role and if they do apply, identifying and rejecting them.

Safer recruitment acts as a series of hurdles and deterrents for those who seek to work or volunteer with children with the intention of causing them harm.

Want to know more?

[Keeping Children Safe in Education Part 3](#) is entirely dedicated to Safer Recruitment and can be found on page 57 onwards of KCSiE 2025.

This guidance also contains details regarding visitors, student teachers, contractors, volunteers and governors.

What does Safer Recruitment look like in practice?

- In the first instance, all adverts state that we are committed to safeguarding children. All successful applicants will be required to complete pre-employment checks and provide an enhanced DBS disclosure
- As part of the application form, applicants are required to state whether they are disbarred from working with children or vulnerable adults and must explain anything that might show up on an enhanced DBS. These sections are looked at closely during the shortlisting process, along with gaps in employment or education history.
- During interview, there are specific questions relating to safeguarding, these may change depending on the role but are always there in some form, usually asking the interviewee to explain their understanding of safeguarding in a primary school and the procedures accompanying this.
- References are always requested. including one from the most recent employer
- Finally, an enhanced DBS is required prior to the successful applicant starting at the school.

Why and when did Safer Recruitment become so important?

Changes in recruitment around those who work and volunteer with children and vulnerable adults came about following the death of Jessica Chapman and Holly Wells in 2002 at the hands of Ian Huntley. Due to systematic failures, Huntley was employed as a caretaker at the school the girls attended. In the [serious case review](#) that followed, Sir Michael Bichard made the recommendation that, "...no interview panel to appoint staff working in schools/academies should be convened without at least one member being properly trained."

