

**Recruitment and Selection Policy  
For Employees and Volunteers**

**The Bishop of Winchester Academy**



Sapere Aude

Policy Control Table	
<b>Policy Title</b>	<b>Recruitment and Selection Policy</b>
<b>Author/s: Name, Code, Role</b>	Catherine Watson, CWA, Director of People and Culture
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A review or ratification/approval date is not a sunset clause.

The policy remains in place until such time as it has been reviewed, re-ratified/approved or superseded by updated relevant statutory guidance.

Policy History			
V	Date	Author	Revision Summary
1	Pentecost 2024	SHA	Original policy modelled on Stone King Template
2	Michaelmas 2025	CWT	Policy reviewed in response to new KCSIE 2025 guidance – No substantive policy changes required. Review period to biennial

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# Sponsors' Statement

All The Bishop of Winchester Academy policies exist to support the Sponsors' vision, Christian ethos and values that are embedded in the day-to-day and long-term running of the academy. Each policy evidences the commitment of the Sponsors to the principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope. This policy contributes to the development of young people and the community through all Academy activities.

## 1 Introduction

As a Church of England Academy, the Christian ethos of love, respect, care and forgiveness for all members of the community, will be promoted throughout The Bishop of Winchester Academy. All students should be provided with a safe and secure learning environment, promoting a climate where students feel confident about sharing any concerns they have, enabling to achieve their full potential.

- 1.1 Recruiting the best people to our Academy is vital for our continued success in providing the highest standards of education to our pupils.
- 1.2 Not appointing the right people to our roles can have a negative impact on the performance of our Academy.
- 1.3 The principal is responsible for deciding on the arrangements to recruit to any post, with the exception of the principal role where the Trust Board will be responsible.
- 1.4 In carrying out our recruitment processes we:
  - 1.4.1 are committed to the creation of a safe environment for our pupils by operating safer recruitment practices in line with the statutory requirements and guidance.
  - 1.4.2 will comply with the requirements of **Data Protection Legislation** (being (i) the General Data Protection Regulation ((EU) 2016/679) (unless and until the GDPR is no longer directly applicable in the UK) and any national implementing laws, regulations and secondary legislation, as amended or updated from time to time, in the UK and then (ii) any successor legislation to the GDPR or the Data Protection Act 1998, including the Data Protection Act 2018).
  - 1.4.3 our Data Protection Policy sets out how we will comply with Data Protection Legislation.
  - 1.4.4 will comply with the requirements of the Equality Act (2010) and are committed to ensuring that throughout our recruitment and selection processes no applicant is disadvantaged or discriminated against because of the protected characteristics of age, disability, gender, gender re-assignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief and sexual orientation.
- 1.5 In the very exceptional cases where we are required to discriminate due to an occupational requirement this must be approved by the Trust Board or delegated person, who will provide reasons for this requirement.
- 1.6 Recruitment will be solely based on the applicant's abilities and individual merit as measured against the criteria for the job. Qualifications, knowledge, experience and skills will be assessed at the level that is relevant to the job.
- 1.7 If an applicant makes the academy aware, at any stage of the recruitment process, that they have a disability then reasonable adjustments must be considered to ensure the applicant is not disadvantaged by the process.

## 2 Scope and Purpose

- 2.1 The purpose of this policy is to set out our processes for recruiting, selecting and appointing any employee to work within our academy.
- 2.2 Sections 13 and 14 on Disclosure and Barring Service checks also applies to volunteers in our Academy.

## 3 Safer Recruitment

- 3.1 All recruitment must be in line with this policy to ensure that we identify, deter and prevent people who pose a risk of harm from working with our students.
- 3.2 The recruitment of all applicants and volunteers to our academy must, without exception, follow the processes of safer recruitment. All offers of employment will be subject to us being satisfied that the applicant or volunteer is a suitable person to work with children and young people.
- 3.3 Any person involved in recruiting to our Academy must have completed a Safer Recruitment course and read the "Keeping children safe in education" (2025) guidance (or updated statutory guidance) produced by the DfE and our Academy's child protection policy. These can be obtained from our website and in the Q drive.

- 3.4 All recruitment must be planned to ensure that there is adequate time available to recruit safely.
- 3.5 Any person who becomes aware that this policy is not being followed during recruitment must inform the principal and/or vice principal immediately.
- 3.6 All the checks described in Sections 12 and 13 must be carried out and have been determined as satisfactory before an applicant can start their employment in the Academy, unless due to academy needs, they are managed by exception. under a risk assessment signed by the vice principal or director of people.

## **4 Advertising**

- 4.1 Any vacant position will normally be advertised on the My New Term recruitment platform and via other appropriate channels to ensure the most appropriate field of applicants is obtained.
- 4.2 All advertisements will have the following statement about safeguarding children and young people and the requirement to have a DBS check:

The Bishop of Winchester Academy is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.

- 4.3 All advertisements will also include the following statement if the post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020:

'This post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). This means that certain convictions and cautions are considered 'protected' and do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website:

[Guidance on the Rehabilitation of Offenders Act 1974 and The Exceptions Order 1975.pdf](#)

- 4.4 Under Part 7 of the Immigration Act 2016, the Public Sector fluency duty requires state funded schools to ensure candidates for their customer facing roles have the necessary standard of spoken English. For example, a teaching assistant required to communicate with students to support their learning, would be viewed as operating in a public-facing role. Adverts (and Job Descriptions) should make clear the necessary standard of spoken English required for the role.
- 4.5 All applicants will be able to access a copy of our Privacy Notice on our website, which sets out how we will gather, process and hold personal data of individuals during and after the recruitment process.

## **5 Job Description**

- 5.1 A job description will be required for all posts which describes the duties and responsibilities of the post. It must be up to date, accurate and specific to the role. The job description must also include a person specification which outlines all of the necessary skills, experience, qualifications and knowledge requirements for the post.
- 5.2 All job descriptions and person specifications must make reference to the responsibility for safeguarding and if regulated activity is a feature of the role to promote the welfare of children.

## **6 Application form**

- 6.1 All applicants are required to apply for vacancies via My New Term using the My New Term application form which is KCSIE compliant. CVs will not be accepted.

## **7 References**

- 7.1 All offers of employment will be conditional upon receipt of at least two satisfactory written references. References will:

- 7.1.1 be requested for all shortlisted applicants;
- 7.1.2 include the applicant's current or most recent employer and where an applicant for a teaching post is not currently employed as a teacher, will include the applicant's most recent employer as a teacher;
- 7.1.3 ask the current employer for details of any capability history in the previous two years, and the reasons for this;
- 7.1.4 be directly from the referee, who will be a senior person with appropriate authority and confirmed as accurate by the headteacher/principal in respect of any disciplinary investigations;
- 7.1.5 not be accepted if they are 'to whom it may concern' letters;
- 7.1.6 request information on the applicant's suitability to work with children and young people from the last employer where the applicant worked with children (if not currently working with children);
- 7.1.7 be verified with the person who provided the reference and, where the reference is provided electronically, verify that it is from a legitimate source;
- 7.1.8 be clarified with the referee where the information is vague or insufficient;
- 7.1.9 establish the reason for the candidate leaving their current or most recent post;
- 7.1.10 be compared with the information set out in the application form and any discrepancies discussed with the candidate;
- 7.1.11 be requested before the interview; and
- 7.1.12 be explored further with the referee and with the applicant during the interview if necessary.

7.2 Where it has not been possible to obtain references before the interview any concerns that are subsequently raised will need to be resolved before the appointment is confirmed.

7.3 To comply with the Equality Act 2010, information relating to sickness absence will only be requested after a conditional offer of employment has been made. If absence is of a high level, then legal advice will be sought in relation to the offer of employment.

## **8 Short-listing**

8.1 Applicants will be short-listed against the requirements of the person specification. The same people should carry out the short-listing and the interviews. The outcome of the short-listing process will be recorded and retained. The equal opportunities monitoring form will be removed from the application and not provided to the short-listing panel.

8.2 The short-listing panel are responsible for scrutinizing the application forms and identifying any gaps in employment or other areas that may affect an applicant's suitability to work with children and young people. A satisfactory explanation for any concerns must be obtained from the applicant during the interview process.

8.3 We will also carry out an online search for shortlisted candidates to help identify any incidents or issues that are publicly available online.

## **9 Interviews**

9.1 A face-to-face interview must take place for all applicants to all posts. The use of video conferencing, Microsoft Teams or other similar technologies is acceptable for this purpose, where necessary and may also be used as part of the initial interview process.

9.2 All those involved in interviewing must be properly prepared to undertake the role, which may involve appropriate interview training. At least one person on the interview panel must have passed the appropriate safer recruitment training.

9.3 The purpose of the interview is to assess the merits of each applicant against the job description and person specification to establish their suitability for the post and to work with children and young people.

9.4 Interviews should be conducted with a minimum of two interviewers on the panel to enable one interviewer to assess the applicant, observe and make notes whilst the applicant talks to the other interviewer.

9.5 Before the interview commences the interview panel should have:

- 9.5.1 prepared appropriate questions for the role;
- 9.5.2 prepared appropriate questions to test the applicant's suitability to work with children and young people;
- 9.5.3 identified any areas for further probing, e.g. if a criminal record has been declared or if there are concerns regarding online searches etc;
- 9.5.4 agreed assessment criteria which reflects the person specification; and
- 9.5.5 decided a structure to the interview and established which member of the panel will ask which questions.

- 9.6 A set of common questions relating to the requirements of the post will be asked of each applicant. Their response will determine whether that is followed up through further questioning.
- 9.7 Any gaps in employment history must be explored ideally prior to the interview process, but if inconclusive, discussed during the interview process for clarification.
- 9.8 Candidates shortlisted for interview will be asked about their suitability to work with children. Areas that may be concerning and lead to further questions include:
- implication that adults and children are equal;
  - lack of recognition and/or understanding of the vulnerability of children;
  - inappropriate idealisation of children;
  - inadequate understanding of appropriate boundaries between adults and children; and
  - indicators of negative safeguarding behaviours;
- 9.9 Shortlisted candidates will be required to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children. Applicants will only be asked to disclose and discuss criminal convictions and/or cautions which are not protected under the amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) that may deem them unsuitable.

## **10 Other selection methods**

- 10.1 In addition to a face-to-face interview with the interview panel a variety of other selection methods may be used, such as:
- 10.1.1 Observation of teaching practice in our academy, or in the applicant's current school or academy;
  - 10.1.2 One or more additional panel interviews (for example, a panel made up of students from our academy);
  - 10.1.3 A presentation;
  - 10.1.4 In tray exercises; and
  - 10.1.5 Psychometric testing.
- 10.2 Those responsible for deciding the arrangements for recruitment to a specific post will determine the selection method(s). They will be relevant and appropriate to the role and will be based on the requirements for the post as set out in the job description and person specification.
- 10.3 Candidates will be informed in advance if any selection methods are to be used in addition to a face-to-face interview and what these are.

## **11 Level of language proficiency**

- 11.1 Under the "fluency duty" (Part 7 of the Immigration Act 2016), public authorities are required to ensure that workers in public facing roles are fluent in English. Public facing roles are those members of teaching and support staff who, as a regular and intrinsic part of their role, are required to speak to members of the public (including students in schools).
- 11.2 The Academy will accept a range of evidence of spoken English language ability as follows:
- competently answering interview questions in English;
  - possessing a relevant qualification for the role attained as part of education in the UK or fully taught in English by a recognised institution abroad,
  - passing an English spoken language competency test or possessing a relevant spoken English or Welsh qualification at CEFR Level B1 or above, taught in English by a recognised institution abroad.

## **12 Pre-employment checks**

- 12.1 An offer of appointment to the successful applicant will be conditional upon the following:
- 12.1.1 receipt of at least two satisfactory written references (one of which must be their current or most recent employer);
  - 12.1.2 verification of the applicant's identity, preferably from current photographic ID and proof of address;
  - 12.1.3 verification of the applicant's medical fitness;
  - 12.1.4 verification of qualifications where relevant;

- 12.1.5 verification of professional status where applicable. For teachers, this will include checking that the individual has the required teaching qualification and has successfully completed any statutory induction, if required, through the Employer Online Access Service;
  - 12.1.6 satisfactory enhanced DBS check (see Section 13);
  - 12.1.7 for management positions (Applicable to trustees/members, the principal and members of the Academy Leadership Team and departmental heads only), verification that they are not subject to a section 128 direction by checking the Employer Online Access Service ;
  - 12.1.8 for teachers and other employees who hold QTS who are working in non-teaching roles, verification that they are not subject to a prohibition order by checking the Employer Online Access Service;
  - 12.1.9 for teachers, satisfactory check to determine any restrictions/sanctions that have been imposed in other European Economic Area (EEA) member states, through the provision of a letter of professional standing from the professional regulating authority in the country that they qualified, that has been verified.<sup>1</sup>
  - 12.1.10 a clear children's barred list check;
  - 12.1.11 verification of right to work in the United Kingdom;
  - 12.1.12 any further checks where the applicant has lived or work outside of the UK including receipt of criminal record information from overseas, which could include a letter confirming that they have not imposed sanctions or restrictions, and or are aware of any reason why that person may be unsuitable to teach or work with children.
- 12.2 All checks must be confirmed in writing, retained on the personnel file and recorded in the single central record (SCR).

## 13 Disclosure and Barring Service (DBS) checks - new employees and volunteers

13.1 The Academy will carry out a risk assessment to determine if a DBS check is required for each volunteer in accordance with Annexe F of Keeping Children Safe in Education 2025. If a volunteer is assessed as requiring a DBS check, the following DBS checks will be undertaken for new appointments, before the employee or volunteer starts work:

Who?	Definition	Type of check
Employees who will be engaging in regulated activity	<p>As an educational institution which is exclusively or mainly for the provision of full-time education to children, The Bishop of Winchester Academy is an establishment specified in the relevant legislation.</p> <p>Activity carried out in this establishment will therefore be regulated activity relating to children if it meets the definition in the relevant legislation, including that it is carried out:</p> <p>Frequently by the same person (for example once a week or more); or</p> <p>On more than three days in any period of 30 days.</p> <p>Note – personal care of a child because of age, illness or disability including physical help with eating, toileting, washing, bathing or dressing is always regulated activity regardless of how frequently it is carried out.</p>	An enhanced DBS check with children’s barred list check will be obtained
Volunteers	As above	<p>An enhanced DBS check with children’s barred list check will be obtained</p> <p>Those applying for Chair of Trustee posts (after 01.04.17) must also have their identity verified for a stipulated professional as part of their DBS check as per the below link:</p> <p><a href="https://www.gov.uk/government/publications/identity-verification-for-new-chairs-of-trustees">https://www.gov.uk/government/publications/identity-verification-for-new-chairs-of-trustees</a></p>

<sup>1</sup> EEA regulator restrictions do not prevent an individual from taking up teaching positions in England, however, employers should consider the circumstances leading to the restriction when assessing a candidate's suitability to be employed.

13.2 In exceptional circumstances a new employee or volunteer may be able to start before the enhanced DBS check has been received, but not before the children's barred list check has been completed. The Academy must ensure that appropriate supervision is in place until the DBS check has been received. This will be managed under a risk assessment shared with the DSL and the individual’s line manager.

13.3 DBS certificates will only be issued to the applicant. All applicants must produce the disclosure when requested to do so. The disclosure will be scrutinised to ensure it is authentic and to detect any fraud. The DBS disclosure number and date of the check must be recorded in the Single Central Record (SCR). We are not required to take a copy of your DBS certificate, however we may choose to do so for decision making purposes. Any copy will be held for no longer than necessary, and up to a period of six months and be processed in line with Data Protection Legislation.

13.4 Any applicant who refuses to produce their DBS disclosure will not be able to start work at the Academy and the conditional offer will be withdrawn as satisfactory checks are not in place. Any volunteer who refuses to produce their disclosure will not be able to volunteer in the Academy.

13.5 Applicants (free for volunteers) can have their DBS certificate kept up to date and take it with them from role to role where the same type and level of check is required. Applicants or volunteers should be asked if they have subscribed to this service.. The expectation is that individuals personally fund this if required. Where the applicant or volunteer has subscribed they should provide the Academy with the original disclosure document to be verified

and the Academy will check the online update for any changes.

- 13.6 Information relating to an individual's criminal record will only be shared with the relevant people to enable the Academy to decide about their suitability to work with children and young people.

## **14 Disclosure and Barring Service (DBS) checks - existing employees and volunteers**

- 14.1 An enhanced DBS check and a children's barred list check will be carried out for all existing staff and volunteers (subject to risk assessment) where their contact with children or young people has increased from that at their time of appointment.
- 14.2 An enhanced DBS check and a children's barred list check will be carried out for staff where there has been a break in service of 12 weeks or more.
- 14.3 An enhanced DBS and children's barred list check may be carried out on any employee or unsupervised volunteer (subject to risk assessment) where the Academy has concerns about an individual's suitability to work with children and young people. An enhanced DBS (no barred list check) may be carried out on any supervised volunteer (subject to risk assessment) where the Academy has concerns about their suitability to work with children and young people.
- 14.4 DBS certificates will only be issued to the applicant. The Academy expects all applicants to produce the disclosure when requested to do so. Any existing employee who does not produce their DBS disclosure will be managed through the disciplinary procedure.
- 14.5 All existing employees are required to inform the Academy of any change in their criminal record. This includes convictions, cautions, arrests and police investigations which are not protected under the amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). The Academy may require all employees to sign a declaration on an annual basis that there has been no change in their criminal record. Action can be taken because of any change or any failure to inform the Academy of any change.
- 14.6 We will refer to the DBS anyone who has harmed, or poses a risk of harm, to a child or vulnerable adult where:
- 14.6.1 We believe the individual has engaged in relevant conduct (see appendix 2); or
  - 14.6.2 We believe the individual has received a caution or conviction for a relevant (automatic barring either with or without the right to make representations) offence, under the Safeguarding Vulnerable Groups Act 2006 (Prescribed Criteria and Miscellaneous Provisions) Regulations 2009; or
  - 14.6.3 We believe the 'harm test' is satisfied in respect of the individual (i.e. they may harm a child or vulnerable adult or put them at risk of harm); and
  - 14.6.4 The individual has been removed from working in regulated activity (paid or unpaid) or would have been removed if they had not left

## **15 Agency staff**

- 15.1 In the case of agency staff, the Academy must ensure that the arrangement with the agency imposes an obligation on the agency to carry out all recruitment checks as set out in section 12, including DBS and children's barred list checks, that the Academy would otherwise complete for its staff. The Academy must obtain written confirmation from the agency that these checks have been carried out and are satisfactory. This must be recorded in the single central record (SCR).
- 15.2 Upon the engagement of an agency worker, the agency must be supplied with a copy of the academy's Allegations Procedure unless they have previously been provided with the most recent version of this procedure.

## **16 Contractors**

- 16.1 We will ensure that any contractor, or any employee of the contractor, who is to work at the school has had the appropriate level of DBS check (this includes contractors who are provided through a PFI or similar contract). This will be:
- 16.1.1 An enhanced DBS check with barred list information for contractors engaging in regulated activity
  - 16.1.2 An enhanced DBS check, not including barred list information, for all other contractors who are not in regulated activity but whose work provides them with an opportunity for regular contact with children
- 16.2 We will obtain the DBS check for self-employed contractors.
- 16.3 We will not keep copies of such checks for longer than 6 months.
- 16.4 Contractors who have not had any checks will not be allowed to work unsupervised or engage in regulated activity

under any circumstances.

16.5 We will check the identity of all contractors and their staff on arrival at the school.

## **17 Trainee/Student Teachers**

17.1 Where applicants for initial teacher training are salaried by us, we will ensure that all necessary checks are carried out.

17.2 Where trainee teachers are fee-funded, we will obtain written confirmation from the training provider that necessary checks have been carried out and that the trainee has been judged by the provider to be suitable to work with children.

## **18 Volunteers**

18.1 We will:

18.1.1 Never leave an unchecked volunteer unsupervised or allow them to work in regulated activity

18.1.2 Obtain an enhanced DBS check with barred list information for volunteers who are new to volunteering at the academy.

## **19 Trustees**

19.1 All trustees will have an enhanced DBS check without barred list information.

19.2 They will have an enhanced DBS check with barred list information if working in regulated activity.

19.3 The chair of the board will have their DBS check countersigned by the secretary of state.

19.4 All proprietors, trustees, local governors and members will also have the following checks:

19.4.1 A section 128 check (to check prohibition on participation in management under section 128 of the Education and Skills Act 2008). [Section 128 checks are only required for local governors if they have retained or been delegated any management responsibilities.]

19.4.2 Identity

19.4.3 Right to work in the UK

19.4.4 Other checks deemed necessary if they have lived or worked outside the UK

## **20 Breaches of the policy**

20.1 Any instances of this policy not being adhered to will be taken very seriously and appropriate disciplinary action will be taken.

20.2 Any complaint in relation to this policy, including its application will be managed through the Academy's complaints policy or grievance policy (for existing employees).

## **21 Record keeping and data protection**

21.1 All written records of interviews, application forms and reasons for appointment or non-appointment will be kept by the Academy in line with our Privacy Notice, our Retention and Destruction Policy and in line with the requirements of Data Protection Legislation.

## Appendix 1: Disqualification from childcare information for new employees

This information is to make you aware of your obligations relating to disqualification under the Childcare Act 2006 and childcare (Disqualifications) Regulations 2018.

Your role within our academy has been identified as one which the disqualification declaration applies to.

So what does this mean in practice?

We need to make you aware that there are certain things that may mean that you are automatically disqualified from providing childcare (affecting your role within this school) by you having committed a disqualifiable offence or a disqualifying event. These broadly fall into the four below categories:

- 1 That you have a caution/conviction for certain violent/sexual offences
- 2 Grounds relating to the care of children
- 3 That you have had registration refused/cancelled in relation to childcare
- 4 That you have committed an offence overseas which would constitute an offence regarding disqualification under the 2009 Regulations if it had been done in any part of the United Kingdom.

Ofsted have provided a list of disqualifiable offences/events in tables A & B of the below guidance

<https://www.gov.uk/government/publications/disqualification-under-the-childcare-act-2006/disqualification-under-the-childcare-act-2006>

You need to read through this and report to the principal without delay if there is anything to declare under the disqualification guidance. It is only the offences/events on this list that we require you to declare. If you are unsure of a specific offence/event is applicable after reading the Ofsted lists, then please let us know so that we can advise you appropriately.

You should also be aware that from this point forward if your circumstances change relating to the disqualification guidance, you are obligated to inform us of this without delay.

You will be required to sign to confirm that you are clear relating to your obligations regarding disclosure pertaining to Disqualification under the Child Care Act 2016, so please do make sure that you ask any questions that you are unclear on. If you wish to do this, please speak with the Director of People in person.

If you require additional information or help with any aspect of this, then please let the Principal know so that we can take advice from our HR team on your behalf.

I have read and understood the information in this document.

Signed

Print name

Date

## Appendix Two: Relevant conduct in relation to children

A child is a person under 18 years of age. Relevant conduct is activity that:

- endangers a child or is likely to endanger a child
- if repeated against or in relation to a child would endanger the child or be likely to endanger the child
- involves sexual material relating to children (including possession of such material)
- involves sexually explicit images depicting violence against human beings (including possession of such images)
- is of a sexual nature involving a child

A person's conduct endangers a child if they:

- harm a child
- cause a child to be harmed
- put a child at risk of harm
- attempt to harm a child
- incite another to harm a child

Look at a list of [examples of harm to children](#)

([Making barring referrals to the DBS - GOV.UK \(www.gov.uk\)](#))