



Safe Recruitment at Bell Farm Junior School

Bell Farm School is committed to safeguarding the children in its care. The school has a responsibility to ensure that Safe Recruitment is achieved through its recruitment processes of both staff and volunteers.

This is achieved by informing potential candidates of the following:

- The school has an appointed Child Protection Officer.
- During interviews, the interview panel or headteacher will make an assessment regarding suitability based on fair assessment criteria and good personnel practice.
- Pre-appointment checks will always include enhanced CRB checks, and be in keeping with current legislation in this area.
- All references taken up will ask a question of the referee as to whether there is any reason that they are aware of, as to why you should not work with children.
- Following appointment, all staff and volunteers are encouraged to be vigilant and report concerns about children and staff (this is sometimes known as whistle blowing).
- The policy of safer recruitment takes into account the following:
 - Protection of Children Act 1999
 - Bell Farms School's Child Protection Policy
 - Safe guarding Children and Safer Recruitment in Education – Jan 2007
 - Any developing legislation with regard to Safer Recruitment.