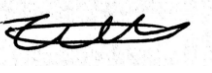


September 2025



SAFER RECRUITMENT POLICY

Issue date: September 2025

Signed: 

Review period: Annually

SAFER RECRUITMENT POLICY ISSUES AND UPDATES

PAGES	ISSUE	DATE
ALL	Full review of whole document	23/06/2023
3	Updated link to KCSIE 2023	23/06/2023
3	Updated Safeguarding & Child Protection Policy	23/06/2023
4	Added cover to supply teachers	26/06/2023
ALL	Review of whole document	26/07/2024
Page 4	Updated KCSIE link	26/07/2024
Page 5	Added Section 128 check.	26/07/2024
Appendix	Adding DBS disclosure process	09/09/2024
	Full Document reviewed	04/08/2025

The following policy has been approved by the Senior Leadership Team and the Board of Trustees.

The policy will be reviewed on an annual basis unless circumstances arise requiring the policy to be reviewed earlier.

Approved by Board of Trustees: September 2025

Board signatory: Jon Drown

Planned review: July 2026

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SAFER RECRUITMENT POLICY

1.0 Introduction

Northampton Saints Foundation is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

Northampton Saints Foundation is a 'Safer Recruitment' employer and seeks to minimise the risk of appointing someone unsuitable through thorough recruitment procedures and pre-employment vetting, in accordance with the following:

- [Keeping Children Safe in Education](#) (statutory guidance for schools and colleges) 2024

If a candidate's application is considered to be fraudulent or contains false information, Northampton Saints Foundation will report the matter to the Secretary of State, via the DfES and also the Police as appropriate.

2.0 Revisions

This policy will be reviewed on a regular basis at least annually and be read in conjunction with [Safeguarding and Child Protection Policy](#).

3.0 Safer Recruitment Training

All management staff responsible for recruitment of staff and conducting interviews have completed Safer Recruitment training; Guidance on safe working practice for the protection of children and staff in education settings.

4.0 Equal Opportunities Statement

Northampton Saints Foundation does not discriminate between candidates on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation. The Foundation is mindful of the requirements relating to the recruitment of ex-offenders.

1. At each stage of our recruitment process we are mindful of the need to protect and safeguard children and to ensure that their welfare is promoted throughout. There is a consistent and thorough process of obtaining, collating, analysing and evaluating information about applicants as follows:
2. All posts will be advertised to include the following statement; Northampton Saints Foundation is committed to the safeguarding and protection of children and young people and adheres to principles of safer recruitment. All posts at Northampton Saints Foundation will be subject to enhanced DBS disclosure. The successful candidate will be subject to an Enhanced Disclosure and Barring service check and a Section 128 check.
3. Send recruitment pack including Safeguarding & Child Protection Policy, Job Description, Person Specification, Recruitment Process and Application Form, the application form should carry the statement *Northampton Saints Foundation is committed to the safeguarding and protection of children and young people and adheres to*

principles of safer recruitment. All posts at Northampton Saints Foundation will be subject to enhanced DBS disclosure if deemed necessary.

Northampton Saints Foundation's application form has training and employment dates as a Child Protection measure. This helps the Foundation to search for gaps in training and/or employment to flag up questions for interview.

4. Short list applicants, checking gaps in service and noting questions to ask in interview. Candidates are invited to interview in writing and are requested to provide the following: proof of identity e.g., Page 4 of 6 driving licence or birth certificate, together with a valid passport, and any certificates for qualifications and training appropriate to the post applied for.
5. A panel of at least 2 members of staff, one of whom has been trained in Safer Recruitment and a second who has authority to make the decision on the appointment will meet to: reach a consensus about the required standard for the post; consider the issues to be explored, with each candidate and who will ask them; agree assessment criteria in accordance with Person Specification.
6. Two written references are sought, pre-interview ideally, using a standardised form. Telephone confirmation of the information received is also recorded. Northampton Saints Foundation will not utilise references as a form of criteria for short listing.
7. Interview using panel with at least one member who is 'Safer Recruitment' trained with pre-agreed interview questions (include 'Safer Recruitment' questions and questions to check any gaps in the candidate's application). Interviewers should assess the candidate's attitude towards children and young people and his/her ability to support the school's Safeguarding Policy. Any concerns or discrepancies arising from the information provided by the candidate and/or Referee should be addressed; the panel will also ask the candidate if they wish to declare anything in light of the requirement for a DBS disclosure. Panel to record all explanations for gaps in employment history on their application form.
8. Interview notes will be made, and a record of the outcome will be retained for all posts through a scoring process.
9. Observe candidate teaching for specific role and programme.
10. Verification of identity and right to work in the UK – passport copies taken and retained on staff file along with other forms of proof of identity (Birth Certificate, Driving Licence)
11. Appropriate qualifications checked, copied and retained on file.
12. Ensure disclosure and safeguarding checks are satisfactory and are recorded on the central register.
13. Satisfactory attendance record
14. Staff awaiting DBS can commence work with a completed risk assessment providing they are closely supervised and the person in question will be informed about these safeguards and not put in the position of being alone with a young person.
15. Where the candidate is found to be disqualified from working with children by a court or an applicant has provided false information or there are serious concerns about their suitability to work with children, the facts will be reported to the police and/or the DBS immediately.
16. Where the candidate has been highlighted to have information on their DBS, Northampton Saints Foundation will carry out an internal meeting with the candidate, this meeting will include two of the following people – Chair of Trustees **Jon Drown**, CEO **Jordan Letts** or Head of HR and L&D **Anna Kennedy**. Process of acceptance can be viewed as (Appendix 1)
17. Enter details on staff employment check list including character/professional references (stating their suitability to work with children and young people, sickness

and absence record, any disciplinary procedures), original qualifications seen and copied, medical form, check place of residence and identity including name, address and date of birth by checking their passport together with two utility bills (less than 3 months old). Also check nationality and right to work in UK and previous employment history. Dated and signed as legally required.

18. Post confirmed offer in writing once all checks successfully completed. A contract will be produced and issued to the successful candidate, as appropriate.
19. Follow induction procedure NB for a senior post the job description may be altered to reflect the successful candidate's expertise and experience.
20. If the applicant is successful, Northampton Saints Foundation retains the relevant information.
21. Where the application is unsuccessful, documentation is confidentially destroyed after 6 months from the date of disclosure.
22. All staff recruited by Northampton Saints Foundation regardless of the capacity in which they work all complete a full and standardised induction process. As part of the induction process all standard policies, procedures and practices the company follows are introduced as well as methods of best practice for working with children and young people. Written records are kept in the staff file about aspects covered in induction and all staff members completing induction are asked to sign and date that they have understood and will adhere to standard processes for Northampton Saints Foundation.
23. Staff are expected to complete Safeguarding training, prevent and first aid training appropriate to their role and responsibilities and to update as per expectancy of qualification.
24. All staff as part of the induction receives a basic level of child protection awareness and are made aware of safeguarding processes within the company. They will also be made aware of the name and contact details for the Designated Safeguarding Lead and the relevant deputies.
25. All Northampton Saints Foundation staff are offered various aspects of Continuous Professional Development (CPD) in order to benefit their own work by increasing their awareness and skills but to benefit the children and young people by providing the strongest support and service we can. CPD is offered in safeguarding and child protection, personal and social development, working with young people who have autism, managing challenging behaviour, drug awareness as well as specific qualifications linked to the outdoors. If any member of staff flags up any training that would potentially benefit the company and our service, all suggestions are taken seriously.
26. Northampton Saints Foundation is committed to creating a safer culture for every child or young person that we work whether for short term or extended provision. The safety of our learners is paramount, and we follow stringent procedures during recruitment to ensure their safety as well as continually developing and improving.

5.0 Cover / Supply Teachers

Northampton Saints Foundation has generous internal staffing and does not normally use agencies. If using agency supply staff Northampton Saints Foundation would check the identity of the teacher. Northampton Saints Foundation will also check with the supply agency and obtain written confirmation that all appropriate 'Safer Recruitment' checks have been carried out including whether an enhanced DBS check has been made and whether any information was disclosed (if so a copy to be sent to head office).

6.0 Ambassadors

The ambassador role will be clearly defined and outline expectations of how the role will support the foundation - Ambassadors will be recruited subject to DBS check.

7.0 Trustees

Trustees' roles and responsibilities will be clearly defined and outline expectations of how the role will support the foundation - Trustees will be recruited subject to DBS check.

8.0 Gap participants

Northampton Saints Foundation does not recruit gap participants from overseas but is aware of the procedure.

If employing / using overseas personnel a DBS check must be completed. In addition, criminal records information should be sought from the police authorities in the relevant country and/or certificates of good conduct obtained from the embassy. Where applicable, 'right to work' is routinely checked.

9.0 Pupils / participants on Work Placement

Secondary School pupils on work experience are not required to have a DBS check. In these cases, the school placing the pupil should ensure that s/he is suitable for the placement in question.

10.0 Volunteers

Northampton Saints Foundation may at times work with volunteers. Northampton Saints Foundation will ensure that the checks for employees are also followed by obtaining enhanced DBS checks, references and full interview process. Volunteers are subject to the same recruitment process as paid employees.

Appendix 1:

All Northampton Saints Foundation staff are subject to DBS (Disclosure and Barring Service) process via the Rugby Football Union (RFU). If there is any information recorded on a DBS, then a full investigation is carried out as follows:

1. RFU flag the DBS check outcome to relevant department head and requests further information.
2. Individual provides written statement regarding their record and the learnings that have been made since.
3. Individual statement reviewed by RFU and department head.
4. RFU contact individual by phone to verify statement and ask further questions where relevant.
5. RFU make recommendation to department head on suitability to work in the role applied for.
6. Department head carries out secondary investigatory interview with individual.
7. Department head follows RFU recommendation. Or may choose to decline individual, even if recommendation is positive.

_____ has been subject to this process whilst working for Northampton Saints Foundation and the RFU and Northampton Saints Foundation have approved his ability to work in the role they hold within the Foundation.