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Beechwood Park School

RECRUITMENT, SELECTION, AND DISCLOSURE POLICY

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1. Introduction

The School recruits and retains the highest calibre teaching and non-teaching staff to promote the Beechwood Purpose, Vision and Mission across all aspects of its educational provision.

Health and Safety, Safer Staff Recruitment, Safeguarding and Child Protection, and the School Values therefore stand as the cornerstones of pupil and staff welfare.

2. Scope

This policy covers the recruitment, selection and disclosure requirements for the following whether engaged in regulated or non-regulated activity:

- Teaching Staff
- Teaching Assistants
- Graduate Teaching Assistants
- Early Career Teachers (ECTs)
- Instrumental Music Teachers
- Sports, Music, Drama Coaches and Coaches of other activities
- Administrative staff
- Maintenance and Grounds Staff
- Holiday Club Staff
- Volunteers
- Work experience students
- Apprentices
- Supply and agency Staff
- Contractors
- Staff of organisations hiring School facilities
- Staff recruited from the UK or from overseas.

These categories include those:

- Under a contract of employment;
- Under a contract for services; or
- Otherwise than under a contract.

N.B. The recruitment of governors and arrangements for visiting speakers are covered under the BPS Visiting Speaker Policy and the BPS Governance Handbook.

This policy does not form part of any employee's contract of employment and we may amend it at any time. It will be reviewed regularly.

3. Recruitment Policy

This Recruitment Policy ensures that:

- The School's recruitment procedures draw on current guidance and legislation;
- The School recruits on the basis of qualifications, skills, suitability and potential for the position;
- The School considers all job applications equitably, consistently and inclusively;
- Staff involved in the recruitment process who have a close personal or familial relationship with an applicant declare a conflict of interests as soon as they become aware of the individual's application and avoid any involvement in the recruitment and selection decision-making process; and
- The School treats all candidates for future employment fairly in the context of their race, colour, nationality or national or ethnic origins, religion or belief, sex, sexual orientation, pregnancy or maternity, marital or civil partnership status, gender reassignment, age, or disability (see also the BWPS Staff Equal Opportunities Policy).

The School complies with its obligations and its commitment to safeguard and promote the welfare of children and young people by promoting:

- that all employees work in a culture of openness, trust and transparency to advocate their statutory responsibility to protect children from abuse and harm in accordance with its child protection and health and safety policies and by;
- the reporting of low-level concerns.

The School ensures that all necessary pre-employment checks are undertaken by ensuring:

- The School has a permanent member of staff who has received Safer Recruitment training on all selection and appointment panels;
- The School ensures that all employees of Contractors who work at the School on a long-term basis (caterers and cleaners, for example) are subject to the checks required by statutory guidance;
- The School ensures that all builders and similar contractors, who may have access to areas of the School where unsupervised contact with children is possible, have a DBS check carried out by their employer and have a photographic check of identity on arrival at the School;
- The School ensures that volunteers and work experience students if not DBS checked are accompanied at all times and that a suitable safeguarding risk assessment has been carried out, and that risk assessment is approved by the Designated Safeguarding Lead and the Chief Operating Officer at least one week prior to the volunteer or work experience student commencing their assignment.

4. References

This School recognises its statutory obligations to understand and enact its responsibilities in the context of the following documentation (as amended and/or replaced from time to time):

- The Independent School Standards Regulations (ISSRs);
- Keeping Children Safe in Education (KCSIE) September 2024.

5. Authorisation for Recruitment

The Head and the Chief Operating Officer are the only members of staff permitted to authorise the commencement of a recruitment process and the Head or Chief Operating Officer appoint all staff and approve any offer of employment.

6. Job Descriptions

Where applicable the Head and the Chief Operating Officer agree a job description, person specification and terms and conditions of employment for the position prior to the commencement of recruitment and will consider the person specification in terms of relevance and appropriateness for a position and that it is consistent with the school's pay scales and structures ensuring parity and equality.

7. Advertising

All advertisements for vacancies include the following statement:

"Beechwood Park School's purpose is to provide an exceptional education, giving every child the best possible opportunity to lead a happy, successful and productive life. The School recruits and retains the highest calibre teaching and non-teaching staff to promote the Beechwood Park Purpose, Vision and Mission across all aspects of its educational provision. Health and Safety, Safer Staff Recruitment, Child Protection, and the School Values stand as the four cornerstones of pupil and staff welfare. The School requires all of its applicants for employment to complete an online application form that is structured in such a way that it is compliant with KSCIE requirements. Applicants will be asked to produce original documentation of certificates and qualifications, and identity verification including evidence of the candidate's right to work in the UK. The School will undertake an enhanced DBS clearance check for the successful candidate. Beechwood Park School is committed to safeguarding and promoting the welfare of children and young people. Applicants must undergo child protection screening, including checks with past employers and the Disclosure and Barring Service."

All positions will be advertised internally and externally.

8. Recruitment and Selection Procedure

The School provides all applicants for employed posts with a job description, person specification and an application Form which may be an electronic application form. Candidates for certain roles will be asked to provide a supporting statement that further evidences their suitability for the advertised position and this will also form part of the assessment criteria.

9. Staff Application Form

The School requires all applicants for employment or those who wish to work at the School (including as a volunteer) to complete an Application Form which contains questions about their academic and employment history and their suitability for the role. The School requires applicants to provide a full and accurate secondary education and employment history including precise months and years.

Incomplete application forms will be rejected if received before the stated application deadline. Applications received after the closing date has passed will not be considered other than in exceptional circumstances. The School will not accept curriculum vitae in the stead of fully completed application forms.

The Head, Chief Operating Officer or HR team verifies gaps in education or employment as part of the interview process. Unexplained gaps in employment or study will be explored further with the candidate. Unsatisfactory or unexplained gaps in employment may result in a candidate's rejection on the grounds of safeguarding.

The School verifies Qualified Teacher Status using the DfE Check a Teacher's Record service.

The Application Form requires applicants to make the following declarations:

- That the information they have given on the application form is true and correct to the best of their knowledge;
- That they are not disqualified from working with children under the Childcare Act 2006 (July 2018) or subject to sanctions imposed by a regulatory body;
- That they are not subject to a direction under section 142 of the Education Act 2002 or section 128 of the Education and Skills Act 2008 which prohibits, disqualifies, or restricts them from teaching or being involved in the management of an independent school;
- They understand that providing false information could result in their application being rejected or (if the false information comes to light after their appointment) summary dismissal or withdrawal of any offer of employment;
- They consent to the School processing the information given on the form, including any 'sensitive' information, as may be necessary during the recruitment and selection process;
- They consent to the School making direct contact with the people specified as their referees to verify the references – although this may be delayed slightly if the candidate has not spoken to their employer prior to their application.

Candidates are expected to disclose appropriate criminal records before interview by sending details in a sealed envelope to the Head or Chief Operating Officer. If candidates wish to discuss this beforehand, or if they are unsure if a disclosure should be made, they should telephone the HR team or the Chief Operating Officer for advice in confidence.

10. Selection of Candidates

A panel of **at least two** senior School staff, including the section head or department head and the Head or the Chief Operating Officer agree the criteria against which they will select prospective candidates before advertising the position and these will be clearly stated in the job description and person specification. When considering applications and drawing up a long or short-list of candidates for interview the requirements of the role and the person specification will be considered.

11. Online Searches

As part of the shortlisting process, the School will carry out an online search (including social media) as part of our due diligence process. This may help identify any incidents or issues that have happened and are publicly available online, which the School might want to explore at interview.

12. Reference Request

The School requests references before interview unless the candidate has requested these to be taken up later in the process.

13. Invitation to Interview

The School invites long or short-listed candidates to complete the Suitability to Work With Children Self-Declaration Form ahead of an interview with the hiring panel. In exceptional circumstances, usually when the candidate is abroad, the Head and other staff may decide to interview a candidate remotely, for example via Microsoft Teams, although a final decision cannot be made until after onsite interviews have taken place. For teaching staff, a lesson observation is always included as part of the selection process and this cannot be

undertaken remotely.

14. Accessibility

The School asks all candidates who are invited to interview to inform the School of any reasonable adjustments or arrangements to assist them in attending and participating in the selection process or about specific access needs.

15. Documentation Required at Interview

Candidates will be asked to bring the following original documentation to the interview:

- An original full, birth certificate;
- A current passport or other suitable photo identity document that proves the applicant's right to live and work in the UK;
- Current (photographic) driving licence;
- Documents confirming relevant educational and professional qualifications;
- Proof of identity and residence such as a bank statement and a utility bill.

The duty Receptionist, HR Manager or another member of the Administrative Staff will verify the identity of candidates and take copies of the documents provided and countersign these to confirm that they have been copied from originals.

If candidates have applied through a recruitment agency, the agency may provide evidence of checks that they have carried out to determine suitability, including DBS clearance. The School will however still conduct its own safer recruitment practices.

16. Interview

At least two members of staff, one of whom holds current a Safer Recruitment qualification, interview all candidates, usually involving the hiring manager for the vacancy. All panellists take notes of their interviews and pass copies of these notes on to the HR team after the interview. Interview notes should consider whether the candidate met or did not meet the criteria for each question and each answer will be rated (did not meet, part met or met the criteria being measured).

The Head, Chief Operating Officer or HR team verifies gaps in education or employment as part of the interview process. Unexplained gaps in employment or study will be explored further with the candidate. Unsatisfactory or unexplained gaps in employment may result in a candidate's rejection on the grounds of safeguarding.

17. Lesson Observation

Candidates for Teaching Staff or Teaching Assistant vacancies demonstrate their teaching skills in a Lesson Observation, overseen by a senior member of academic staff and/or one other member of staff who is an age or subject specialist. Both members of staff complete a standard lesson observation form, commenting on how the candidate has nurtured, engaged, and inspired pupils during the lesson, returning it without delay to the HR Team. The lesson observation should be rated against each criterion (did not meet, part-met, met or exceeds).

Candidates for non-teaching posts will be assessed through interviews and by other observable assessment means such as on-job experience, tests, presentations and assessments dependant on the nature of the position.

18. Final Selection

The members of the interview panel prepare notes on each candidate and at the end of the

interview process meet with the Hiring Manager and Head / Chief Operating Officer / HR Lead to consider the relative strengths and weaknesses of all candidates against the criteria set out in person specification and during the interview process using the scoring matrix and decide on a successful candidate. If no suitable candidate has been identified the School will re-run the recruitment process.

19. Conditional Offer of Appointment

The School sends the successful candidate a Conditional Offer of Employment Letter, detailing key terms of the proposed contract and explaining that the offer is conditional upon the following verifications:

- A minimum of **two** satisfactory references will be sought, which for teachers or teaching assistants should include a reference from an educational establishment or an organisation supporting / working with children and young people;
- Evidence of right to work in the UK (if not already received);
- Enhanced DBS Disclosure clearance, including a barred list check;
- Fitness to undertake the role, demonstrated through a completed BPS Staff Medical Declaration (the School reserves the right to require a further medical examination);
- Qualified Teacher Status or other relevant qualifications, where appropriate;
- That the applicant is not prohibited from teaching and/or management as appropriate;
- That the applicant is not disqualified from working with children under the Childcare Act 2006 (July 2018) or subject to sanctions imposed by a regulatory body;
- If applying from overseas, a satisfactory letter provided by the candidate from the professional regulating authority in the country in which the applicant has worked, confirming that there are no imposed sanctions or restrictions and that they are aware of any reason why they may be unsuitable to teach. If the country does not have a professional authority, and all avenues of investigation available have been used, the school can appoint a teacher provided the appointment decision is informed by other evidence available from the recruitment process and is a reasonable decision.
- Satisfactory overseas criminal records check and professional checks, if applicable;
- Proof of a National Insurance number, if applicable;
- A Prevent duty risk assessment.

20. The Single Central Register of Appointments (hereafter the SCRA).

Once the candidate has:

- accepted the Conditional Offer of Employment; **and**
- satisfied the conditions above (except receipt of DBS Clearance if a risk assessment in advance is to be conducted – see below);

the HR Manager will record the applicant's details and the dates of all relevant checks and information on the School's SCRA in accordance with:

- the Education (Independent Schools Standards) Regulations;

- the National Minimum Standards for Boarding Schools; and
- the Statutory Framework for the Early Years Foundation Stage

and will alert the Chief Operating Officer for final checking.

21. Contract of Employment

For applicable employments, the HR Manager will then prepare a Contract of Employment, which, after checking by the Head or the Chief Operating Officer, will be passed to the candidate usually via email and also hard copy by post.

22. Equality

In accordance with its responsibilities with regards to the Equality Act 2010, the School will not withdraw any job offer on the grounds of health without first consulting with the applicant, examining medical evidence, and considering reasonable adjustments.

23. References

The School requires the receipt of **a minimum of two satisfactory references**, covering a minimum period of 5 years, one of which must be from the applicant's **current or most recent employer**. If the current or most recent employment does/did not involve work with children, then the second referee should, where possible, be from the employer with whom the applicant most recently worked with children.

Neither referee should be a relative or someone known to the applicant solely as a friend.

The School will send all referees a copy of the job description and person specification for the role which the applicant has applied for and will ask them whether they believe the applicant is suitable for the job for which they have applied and whether they have any reason to believe that the applicant is unsuitable to work with children.

24. DBS Checks

For all members of staff in Regulated Activity (see below) the School seeks an Enhanced DBS Check, which includes a Barred List checks and Disqualification checks.

Once the HR Manager receives notification that the DBS has been successfully processed, they will download details from the website. If the record 'Contains no information' they return the recruitment file to the Head. They will ask the applicant to produce their original DBS Certificate as soon as possible; once this original copy is seen, the HR Manager signs the Staff Recruitment Cover Sheet, in the appropriate place.

If the DBS disclosure check 'Contains Information,' the HR Manager is to inform the Head, or in their absence the Chief Operating Officer, without delay. The HR Manager must also ask the candidate to produce their DBS Certificate as soon as possible which must be seen by the Head or the Chief Operating Officer and a copy taken.

If a candidate has signed up to the DBS Update Service, they must give consent to the School to check there have been no changes since the issue of the Disclosure Certificate. The School will also complete a Barred List Check.

25. Supply / Temporary Worker Agencies / Contractors

The School expects supply/temporary worker agencies/contractors that are used by the School to register with the DBS on their own account and to follow this policy or their own comparable policy. Proof of registration will be required before the School will commission services from any such organisation.

Prior to the commencement of work at Beechwood Park School, the School ensures that contractors confirm in writing that all of their employees engaged in Regulated Activity at the

School have:

- Enhanced DBS and Barred List Clearance (with the School confirming sight of the original DBS certificate before the worker begins at the School);
- Photographic ID (with the School confirming sight of the original ID before the worker begins at the School);
- Confirmed that no notifiable incident has arisen since they completed a DBS;
- Conducted interviews checking their suitability to work with children;
- Confirmed that they are not disqualified from working with children under the Childcare Act 2006 (July 2018) or subject to sanctions imposed by a regulatory body;
- Approved two references, covering a minimum period of 5 years, which provide satisfactory answers to the question:

‘Please comment as to whether you are completely satisfied that the applicant is suitable to work with children. If not please provide specific concerns and reasons for disquiet;’

- Seen proof of the applicant’s current name and change of name where applicable;
- Seen two utility bills or statements from different sources issued within the last three months, showing their full name and home address;
- Google-searched / Social Media-searched this applicant raising concerns with the Head;
- Verified their qualifications (where appropriate);
- Verified their right to work to work in the UK;
- Verified that if they have been overseas for a continuous period of more than **three months** in the last **ten years**, they have no overseas criminal record;
- Approved any letters of professional standing applicable to overseas applicants;
- Verified that the background history and any gaps in employment have been thoroughly investigated;
- Verified that the applicant is not prohibited from teaching (where applicable);
- Verified that the applicant is sufficiently fit and active enough to fulfil all of the requirements of the position;
- Verified that they are confident that this applicant is suitable to work with children;
- Undertaken to inform the Head if one of their employees has not been working at the School for a period of three months or more but is planning to return to the School.

Where necessary, the School will also undertake separate barred list checks including when a Portable DBS is provided or where an immediate update check is needed.

The School will encourage Contractors to place their employees engaged in Regulated Activity on the DBS Update Service.

26. Volunteers

Volunteers will be subject to an informal recruitment process which will involve a meeting with the Head or other suitable member of the Senior Leadership Team. The purpose of this meeting will be to understand whether the prospective volunteer has any previous relevant experience and find out whether the expectations and requirements of each party meet and whether there is a volunteering opportunity at the School.

Any volunteering placement will be offered subject to the following checks if relevant:

- Completion of the BWPS Childcare Disqualification Self-Declaration Form for Volunteers;
- Enhanced DBS Disclosure clearance;
- If the volunteer will undertake a regulated activity, a Barred List check;
- Evidence of their entitlement to work in the UK;
- Confirmation that they are not disqualified from teaching or management;
- References.

The Head will appoint a permanent member of staff to mentor the volunteer. The Head will, if necessary, prepare a risk assessment covering the volunteer's duties and ensure that any consequent safeguarding processes are implemented.

27. Work experience students

Departments will identify potential work experience opportunities based on current projects and resource availability. Opportunities may be advertised through various channels, including educational institutions, online job boards, and the school's website.

Interested students will be required to submit an application form and cover letter outlining their interest and suitability for the role. Selection will be based on the student's academic performance, relevant skills, and enthusiasm for the role. We encourage applications from diverse backgrounds to promote inclusivity.

Applications will be reviewed, and a shortlist of candidates will be created based on the selection criteria.

Shortlisted candidates will be invited for an interview to assess their suitability for the role. Interviews may be conducted in person or virtually. The selection panel will make the final decision based on the interview performance and overall fit for the role. Successful candidates will receive an offer letter outlining the terms of the work experience placement. Upon acceptance, the student will be provided with an induction plan.

All work experience students will undergo an induction programme to familiarise them with the school's policies, procedures, and culture. All work experience students will have to comply with the school's safer recruitment practices, including DBS checks, where applicable.

Each student will be assigned a mentor who will provide guidance, support, and feedback throughout the placement.

28. Risk Assessment in lieu of DBS Clearance

In exceptional circumstances, the Head may, provided that the DBS application has been made in advance, grant permission for a member of staff to commence work prior to receipt of the clearance, without confirming their appointment, under a risk assessment. This will always involve:

- the direct supervision of the adult at all times by a member of the School staff;
- the person concerned being made aware of the safeguarding procedures implemented as a result of the risk assessment;
- the receipt of a satisfactory check of the Barred List; and
- all other relevant checks (including any appropriate prohibition checks) having been completed satisfactorily.

The Head will review the safeguarding procedures put in place every two weeks.

The HR Manager will make a note in the SCRA that a risk assessment has been conducted.

Once DBS Clearance has been received, the School will confirm their appointment. If DBS clearance is not received the school will review whether it is able to continue the appointment.

29. Changing Roles within the School

The School will carry out recruitment processes and checks as necessary, including a further Enhanced DBS Disclosure check, where the role of an existing member of staff changes to such an extent that contact with children is significantly increased, for example by assumption of boarding duties and where the original disclosure is over three months old.

30. Remaining in the same or a similar role within the School for 3 years

The School will carry out a further Enhanced DBS Disclosure check on existing members of staff every three years.

31. The Definition of ‘Regulated Activity’

The definition of Regulated Activity (i.e. work that a barred person must not do) in relation to children comprises, in summary:

- Regular work in schools with opportunity for contact with children. (Not work by supervised volunteers.)
- Unsupervised activities: teach, train, instruct, care for, or supervise children, or provide advice/ guidance on well-being, or drive a vehicle only for children, if done regularly.
- Relevant personal care, e.g. washing or dressing; or health care by or supervised by a professional; applies to any child, even if only done once.

32. The Definition of ‘Regular’

For the purpose of assessing whether a person is working in Regulated Activity, ‘regular’ includes ‘frequent,’ and these are defined together as follows:

- Frequently (once a week or more often); or
- On four or more days in a 30-day period; or
- Overnight (between 2am and 6am).

33. Overseas Checks

The School require all applicants with recent periods of overseas residence (a continuous period of 3 months or more) and those with little or no previous UK residence to apply for the equivalent of a disclosure if one is available in the relevant jurisdiction(s).

For all applicants who have worked or been resident overseas, further checks and confirmations as the School considers appropriate will be requested so that any relevant events that occurred outside the UK can be considered. This shall include the candidate providing the School with proof of their past conduct as a teacher in the form of a letter of professional standing from the professional regulating authority in the county where they have worked.

34. Prohibition Orders for those Employed or Volunteering to carry out Teaching Work

The School checks that anyone carrying out teaching work is not subject to a prohibition order issued by the Secretary of State. This check is made with the DfE Check a Teacher's Record service and can be undertaken for those who do and do not have Qualified Teacher Status by searching by name.

Teaching work is defined as:

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

35. Prohibition Orders for those employed in Senior Leadership or Management Roles

The School will check all staff in leadership roles against the Prohibition from Leadership and Management List. The HR Manager includes information derived from this check in a separate column in the SCRA. The School defines the following as being in a leadership role for the purposes of this requirement:

- All members of the SLT;
- Head of Boarding;
- Heads of Academic and Co-Curricular Departments;
- Head of Nursery;
- Estates Manager;
- HR Lead;
- Head of Operations.

The School will inform Ofsted and copy in the ISI when it is satisfied that a person working at the School falls within one of the disqualification criteria.

36. Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE)

The School requires all adults who TUPE transfer into the School's staff to undertake the statutory requirements with regards to safer recruitment checks. If staff are transferred under TUPE with a gap of three months or less and all checks are complete the School will pass information to the new employer and make a note on the SCRA that details have been accepted under TUPE.

37. Induction Programme

This will be provided in line with the BWPS Staff Induction, Training and Development Policy.

38. Residents

In accordance with the National Minimum Standards for Boarding Schools (NMS 14) the School conducts Enhanced Criminal Records Checks with a Barred List Check on all residents on the

School premises over the age of 16 (not on the School Roll or employed by the School). The School also requires them to sign an agreement that they will maintain rules of confidentiality and abide by the School's safeguarding policies and procedures and the BPS Staff Visitors to School Accommodation Policy.

39. Bus Drivers

The procedures in this document do not apply to an individual providing an irregular service to the School which does not comprise regulated activity and where a member of the School Staff is present with the pupils. An example would be a coach driver for a sports fixture or School trip; this is not applicable to the external drivers for the School Bus Service for which the Contractors conditions above are to be followed.

40. The Staff of Organisations and Associations Hiring School Facilities

When services or activities are provided by the governing body under the direct supervision or management of the School this policy and arrangements for child protection will apply.

When the services or activities are provided by another body in the capacity as a hirer of school facilities, the School will seek assurance that the body concerned has appropriate safeguarding, child protection and recruitment procedures in place and that a failure to comply will lead to an immediate termination of the hire. This assurance will be provided via standard contracts of hire and an inspection of appropriate policies provided by the organisation, with the School available to liaise with the hirer if necessary.

41. Disciplinary Matters

In cases of dismissal (or resignation) due to behaviour which causes child protection concerns, the School will without delay inform the DBS of the circumstances in which the employee is leaving its employment and, in the case of any member of staff who has been teaching pupils, the Teaching Regulation Agency (TRA).

42. Policy on Recruitment of Ex-Offenders

The School will not unfairly discriminate against any application for employment on the basis of conviction or other details revealed. The School makes appointment decisions on the basis of merit and ability. If an applicant has a criminal record, this will not automatically debar him/her from employment within the School. Instead, each case will be decided on its merits in accordance with the objective assessment criteria set out below.

All candidates should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if they have been appointed, and a possible referral to the police and/or DBS.

Under the relevant legislation, it is unlawful for the School to employ anyone who is included on the lists maintained by the DBS of individuals who are considered unsuitable to work with children. In addition, it will also be unlawful for the School to employ anyone who is the subject of a disqualifying order made on being convicted or charged with the following offences against children: murder, manslaughter, rape, other serious sexual offences, grievous bodily harm, or other serious acts of violence. It is also unlawful for the School to knowingly employ someone who works in the relevant settings and is disqualified from providing childcare under the statutory guidance 'Disqualification under the Childcare Act 2006 (July 2018)'.

It is a criminal offence for any person who is disqualified from working with children to attempt to apply for a position within the School. The School will report the matter to the Police and/or the DBS if the School:

- receives an application from a disqualified person;

- is provided with false information in, or in support of an applicant's application; or
- has serious concerns about an applicant's suitability to work with children.

43. Assessment Criteria

In the event that relevant information (whether in relation to previous convictions or otherwise) is volunteered by an applicant during the recruitment process or obtained through a disclosure check, the School will consider the following factors before reaching a recruitment decision:

- whether the conviction or other matter revealed is relevant to the position in question;
- the seriousness of any offence or other matter revealed;
- the length of time since the offence or other matter occurred;
- whether the applicant has a pattern of offending behaviour or other relevant matters;
- whether the applicant's circumstances have changed since the offending behaviour or other relevant matters;
- in the case of disqualification from providing childcare, whether the applicant has or is able to obtain an Ofsted waiver from disqualification; and
- the circumstances surrounding the offence and the explanation(s) offered by the convicted person.

If the post involves regular contact with children, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted at any time of any of the following offences: murder, manslaughter, rape, other serious sexual offences, grievous bodily harm or other serious acts of violence, serious class A drug related offences, robbery, burglary, theft, deception, or fraud.

If the post involves access to money or budget responsibility, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted at any time of robbery, burglary, theft, deception, or fraud.

If the post involves some driving responsibilities, it is the School's normal policy to consider it a high risk to employ anyone who has been convicted of drink driving within the last ten years.

44. Assessment Procedure

In the event that relevant information (whether in relation to previous convictions or otherwise) is volunteered by an applicant during the recruitment process or obtained through a disclosure check, the School will carry out a risk assessment by reference to the criteria set out above. The assessment form must be signed by the Head before a position is offered.

If an applicant wishes to dispute any information contained in a disclosure, he/she can do so by contacting the DBS directly. In cases where the applicant would otherwise be offered a position were it not for the disputed information, the School will, where practicable, defer a final decision about the appointment until the applicant has had a reasonable opportunity (28 days) to challenge the disclosure information.

45. Documentation

The HR Manager is responsible for ensuring all Safer Recruitment Records (Appendices 1 – 7) are completed before an employee starts work and subsequently retained in staff files.

46. Retention and Security of Disclosure Information

The School will retain, keep secure and dispose of disclosure and other application information in accordance with the BWPS Data Protection, Record Keeping and Retention of Records Policy.

BPS Contractor Safer Recruitment Record

NAME:		COMPANY		SCR COMPLETE	
POSITION:		Start Date:	(Proposed)	Initial	Date
Stage 1. Application					
Interview with selection panel at least one of whom is Safer Recruitment Trained Signed by hiring manager	Date:				
Also, in attendance:					
Selected for position	Y/N				
Stage 2. Safer Recruitment Checks					
Safer Selection, Recruitment and Pre-Employment Vetting of Contractors Letter fully completed, signed, returned, and filed.	HR Manager Signature:	Date:			
Proof of identity.	HR Manager Signature:	Date:			
Stage 3. The Single Central Register of Appointments (SCRA)					
SCR record opened	Contractor details entered onto the SCRA				

(Every white section of this page must be complete before start of work.)

All recruitment procedures are complete. HM signature below indicates approval to start work at Beechwood Park.

Head's Signature:

Date:

Start Date entered onto the SCRA		
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Stage 5. Induction Training. DB to arrange:	Chief Operating Officer Initial	Date
Chief Operating Officer new staff induction training with a copy of the following policies: Safeguarding and Child Protection Guidance for Visitors and Contractors leaflet discussed and copy provided.		
Mentor Name		
Tour of The School		
Health and Safety new staff induction training BPS Health and Safety Policy and Procedures Manual. Health and safety reporting. Near misses and communication. BPS Fire Safety Training and evacuation advice.		

HM signature below indicates that all induction procedures are complete.

Head's Signature:

Date:

HR, please notify the line manager that Pre-employment Checks and Induction training are complete and this applicant can commence employment.

BPS Non-Teaching Staff Safer Recruitment Record

NAME:							SCR COMPLETE	
POSITION:					Intended Start Date:		Initial	Date
App. Form received and acknowledged via MyNewTerm	(Tick)			*Application acknowledged	Automated via MyNewTerm			
Stage 1. Application								
Initial Sift and check of employment history (including gaps). (At least two required)				1. HRM Initial:		Date:		
				2. Hiring Manager I		Date:		
				3. Initial:		Date:		
Selected for Interview				Y/N	Information sent* (a)	Date:		
Online searches completed				Y/N	Clear search Y/N	Date:		
*References requested		1	Initial:			Date:		
		2	Initial:			Date:		
References checked (b)		1	HRM:			Date:		
		2	HRM:			Date:		
References verified by telephone		1	DB:			Date:		
		2	DB:			Date:		
Stage 2. Interview								
Details of Interview				Date:		Time:		
Interview panel initials (At least one to be SR trained) Consider Children Panel? Y / N				HRM Initial:		SR trained Y/N		
				Initial:		SR trained Y/N		
				Initial:		SR trained Y/N		
Qualifications, proof of identity, date of birth and address and eligibility to work in the UK evidence checked				Initial:		Date:		
Selected for position				Y/N	HRM Initial:	Date:		
Self-Disclosure returned				Y/N	HRM Initial:	Date:		
Verbal offer made				Y/N	HRM Initial:	Date:		
Verbal acceptance				Y/N	HRM Initial:	Date:		
Letter to successful candidate confirming offer (c)						Date:		
Letter to unsuccessful candidate (d)						Date:		
Acceptance letter received				HR Initial:		Date:		
Job Description signed and returned				HRM Initial:		Date:		
Medical questionnaire returned				HRM Initial:		Date:		
Stage 3. The Single Central Register of Appointments								
SCR record opened				Records of Employment History (and gaps)				
				Qualifications				
				Proof of identity, date of birth and address				
				Eligibility to work in the UK				
				Medical Questionnaire fitness to work				
Complete on-line DBS application				Initial:		Date:		
Barred List clearance received								

Overseas checks completed						
Enhanced DBS clearance received and original certificate seen.						
Prohibition clearance received	From Teaching	Y/N	From Management	Y/N		

All safer recruitment procedures are complete. Approved Start Date: / /

Signature

Chief Operating Officer, Head of Operations verification of SCRA entry

Every white section of the previous page must be complete before employment or sending contract.

Stage 4. Contracts and Payroll	Initial	Date
Contracts and PPS form sent to Employee or Volunteer for signature (e)		
Signed and completed contract and PPS form received		
HM signed contract received and filed		
Payroll Form completed		
IT Manager informed		

All recruitment procedures are complete. HM signature indicates approval to start employment

Heads Signature: Date:

Start Date entered onto the SCRA

Stage 5. Induction Training. DB to arrange:	HM Initial	Date
HR new staff induction training in the following policies: BPS Safeguarding and Child Protection Policy including Safeguarding Cause for Concern Record and NSPCC Advice Line including Safeguarding response to children who go missing in education. The role of the Designated Safeguarding Lead / Reporting / Recording / Confidentiality DfE Keeping Children Safe in Education September 2021 including Annexe A DfE What to do if you are worried a child is being abused. BPS Low- Level Concerns Policy BPS Staff Whistleblowing Policy BPS Pupil Conduct Policy BPS Staff Behaviour Policy BPS Wellbeing, Stress and Mental Health Policy BPS Health and Safety Statement and Handbook BPS Fire Safety Training		
Mentor Name		
Tour of the School		
IT new staff induction training BPS Online Safety and Acceptable Use Policy, IT and iSams log-in created, training in Intranet, Remote Access, e-Safety, iSams, policy area and Timetable.		
Health and Safety new staff induction training (AMR / HM)		
Completed BPS Staff Declaration returned to HR for Staff Record File (SRF)	(HR only)	

HM signature below indicates that all inductions procedures are complete.

Head's Signature: Date:

Notes:

- * Initial and date copies of letters before filing.
- (a) Candidate to bring originals of qualifications, proof of identity, address and right to work in the UK.
- (b) References to be signed by both HR Manager and Hiring Manager
- (c) Offer made subject to Prohibition, Barred List, Overseas, medical questionnaire and DBS clearance.
- (d) Ask permission to retain details of (suitable) unsuccessful candidates for one year. Self-disclosure returned unopened?
- (e) Enclose two copies of contract for signature, and Payroll Personal Summary form.

BPS Resident Safer Recruitment Record

NAME:			
Relationship		Date :	
Stage 1. Pre-employment Checks (Single Central Register of Appointments)			
CHECK	Checked by:	Date:	
Proof of identity, date of birth and address			
Complete on-line DBS application			
Enhanced DBS clearance received and original certificate seen			
Barred List Clearance			
Check not prohibited from Teaching (& Management)			
Overseas Checks			
Online searches complete			
Resident Staff Declaration signed			
Two Character References approved by telephone (HR)			
Two Character References approved by telephone (HM)			

Stage 2. Induction Training	HM Initial	Date
HM resident induction training with a copy of the following policies: 1. HRM discusses and where relevant provides copies of the following: 2. BPS Safeguarding and Child Protection Policy including Safeguarding Cause for Concern Record and NSPCC Advice Line 3. BPS Low Level Concern Policy 4. Keeping children safe in education September 2021 including Annexe A 5. What to do if you are worried a child is being abused. 6. Safeguarding response to children who go missing in education. 7. BPS Staff Whistleblowing Policy 8. The role of the Designated Safeguarding Lead 9. BPS Pupil Conduct Policy 10. BPS Staff Behaviour Policy		
Mentor Name		
Tour of The School		
IT new staff induction training BPS Online Safety and Acceptable Use Policy		
Health and Safety new staff induction training BPS Health and Safety Policy and Procedures Manual (AMR)BPS Fire Safety Training (AMR)		

Notes for SCRA:.....

Risk Assessment required? Yes / No

All safer recruitment procedures are complete. Approved Start Date:

/ /

Chief Operating Officer or Head of Operations verification of SCRA entry

Signature

Head's Signature:

Date:

HR, please notify the line manager that Pre-employment Checks and Induction training are complete and this applicant can commence employment.

BPS Sole Trader Safer Recruitment Record

NAME:								SCR COMPLETE	
POSITION:						Start Date:	(Proposed)	Initial	Date
App. Form received	(Tick)	CV	(Tick)	*Application acknowledged	Initial:	Date:			
Stage 1. Application									
Initial Sift and check of employment history (including gaps). (At least two required)				1. HR Initial:		Date:			
				2. Initial:		Date:			
				3. Initial:		Date:			
Selected for Interview (Hiring Manager and Panel only)				Y/N	Information sent* (a)	Date:			
Online searches complete				Y/N	Clear search Y/N	Date:			
*References requested				Initial:		Date:			
References checked and verified by telephone:(b)	1	HR		Initial	Date:				
	2	HR		Initial	Date:				
	3	Initial:		Date:					
Stage 2. Interview									
Details of Interview				Date:		Time:			
Interview panel initials (At least one to be SR trained)				HR Initial:		SR trained Y/N			
				Initial:		SR trained Y/N			
Consider Children Panel? Y / N				Initial:		SR trained Y/N			
Qualifications, proof of identity, date of birth and address and eligibility to work in the UK evidence copied				Initial:		Date:			
Selected for position				Y/N	HM Initial:	Date:			
Self-Disclosure opened				Y or N/A	HM Initial:	Date:			
Verbal offer made (subject to.)				Y/N	HM Initial:	Date:			
Verbal acceptance				Y/N	HM Initial:	Date:			
Letter to successful candidate confirming offer, (subject to...) (c)						Date:			
Letter to unsuccessful candidate (d)						Date:			
Acceptance letter received				HM Initial:		Date:			
Medical questionnaire returned				Initial:		Date:			
Stage 3. The Single Central Register of Appointments									
SCR record opened				Records of Employment History (and gaps)					
				Qualifications					
				Proof of identity, date of birth and address					
				Eligibility to work in the UK					
				Medical Questionnaire fitness to work					
Complete on-line DBS application				Initial:		Date:			
Barred List clearance received									
Overseas checks completed									
Enhanced DBS clearance received and original certificates seen									
Online searches completed and concerns passed to C.O.O									
Prohibition clearance received				From Teaching		From Management			

(Every white section of this page must be complete before employment / sending contract.)

All safer recruitment procedures are complete. Approved Start Date:

/ /

Chief Operating Officer or Head of Operations verification of SCRA entry

Head's Signature: Date:

HR informs line manager that all safer recruitment checks are complete.

Start Date entered onto the SCRA		
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Stage 4. Induction Training. DB to arrange:	HM Initial	Date
HR new staff induction training with a copy of the following policies: <ul style="list-style-type: none">1. HM discusses and where relevant provides copies of the following:2. BPS Child Protection Policy including Safeguarding Cause for Concern Record and NSPCC Advice Line3. BPS Low Level Concerns Policy4. Keeping children safe in education September 2021 including Annexe A.5. What to do if you are worried a child is being abused.6. Safeguarding response to children who go missing in education.7. BPS Staff Whistleblowing Policy8. The role of the Designated Safeguarding Lead9. BPS Pupil Conduct Policy10. BPS Staff Behaviour Policy11. BPS Online Safety and Acceptable Use Policy		
Mentor Name		
Tour of The School		
Health and Safety new staff induction training (HM / AMR) BPS Health and Safety Policy and procedures Manual (including Lone Worker Policy) BPS Fire Safety Training		

HM signature below indicates that all induction procedures are complete.

Head's Signature:

Date:

HR please put on Staff Record File (SRF)

Appendix 5

BPS Teaching Staff Safer Recruitment Record

NAME:							SCR COMPLETE	
POSITION:					Start Date:	(Proposed)	Initial	Date
App. Form received	(Tick)	CV	(Tick)	*Application acknowledged	Initial:	Date:		
Stage 1. Application								
Initial Sift and check of employment history (including gaps). (At least two required)				1. Initial:		Date:		
				2. Initial:		Date:		
				3. Initial:		Date:		
Selected for Interview				Y/N	Information sent* (a)	Date:		
Online searches complete				Y/N	Clear search Y/N	Date:		
*References requested		1	Initial:		Date:			
		2	Initial:		Date:			
References checked (b)		1	HRM:		Date:			
		2	HRM:		Date:			
References verified by telephone:		1	DB:		Date:			
		2	DB:		Date:			
Stage 2. Interview								
Details of Interview				Date:		Time:		
Interview panel initials (At least one to be SR trained)				Initial:		SR trained Y/N		
				Initial:		SR trained Y/N		
Consider Children Panel? Y / N				Initial:		SR trained Y/N		
Qualifications, proof of identity, date of birth and address and eligibility to work in the UK evidence checked				Initial:		Date:		
Selected for position				Y/N		Date:		
Self-Disclosure returned				Y/ N		Date:		
Verbal offer made				Y/N		Date:		
Verbal acceptance				Y/N		Date:		
Letter to successful candidate confirming offer (c)						Date:		
Letter to unsuccessful candidate (d)						Date:		
Acceptance letter received				Initial:		Date:		
Job description signed and returned				Initial:		Date:		
Medical questionnaire returned				Initial:		Date:		
Stage 3. The Single Central Register of Appointments								
SCR record opened				Records of Employment History (and gaps)				
				Qualifications				
				Proof of identity, date of birth and address				
				Eligibility to work in the UK				
				Medical Questionnaire fitness to work				
Complete on-line DBS application				Initial:		Date:		
Barred List clearance received								
Overseas checks completed								
Enhanced DBS clearance received and original certificate seen								

Prohibition clearance received	From Teaching	Y/N	From Management	Y/N		
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All safer recruitment procedures are complete. Approved Start Date:

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Chief Operating Officer or Head of Operations verification of SCRA entry

Signature

Every white section of the previous page must be complete before employment or sending contract

Stage 4. Contracts and Payroll	Initial	Date
Contracts and PPS form sent to Employee or Volunteer for signature (e)		
Relevant policies for induction training sent		
Signed and completed contract and PPS form received		
HM signed contract received and filed		
Payroll Form completed		
IT Manager informed		

All recruitment procedures are complete. HM signature indicates approval to start employment:

Head's Signature:

Date:

Start Date entered onto the SCRA		
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Stage 5. Induction Training. DB to arrange:	Initial	Date
HM new staff induction training in the following policies: BPS Child Protection Policy including Safeguarding Cause for Concern Record and NSPCC Advice Line including Safeguarding response to children who go missing in education. The role of the Designated Safeguarding Lead / Reporting / Recording / Confidentiality DfE Keeping Children Safe in Education September 2021 including Annexe A DfE What to do if you are worried a child is being abused. BPS Low- Level Concerns Policy BPS Staff Whistleblowing Policy BPS Pupil Conduct Policy BPS Staff Behaviour Policy BPS Mental Health & Wellbeing Policy BPS Health and Safety Statement and Handbook BPS Fire Safety Training	HR	
Mentor Name		
Tour of the School		
IT new staff induction training BPS Online Safety and Acceptable Use Policy, IT and iSams log-in created, training in Intranet, Remote Access, e-Safety, iSams, policy area and Timetable.		
Completed BPS Staff Declaration returned to HR for Staff Record File (SRF)	(HR only)	

HM signature below indicates that all induction procedures are complete.

Head's Signature: Date:

- Notes: *** Initial and date copies of letters before filing.
- (a) Candidate to bring originals of qualifications, proof of identity, birth certificate, address and right to work in the UK.
 - (b) References to be signed by HM
 - (c) Offer made subject to Prohibition, Barred List, Overseas, medical questionnaire and DBS clearance.
 - (d) Ask permission to retain details of (suitable) unsuccessful candidates for one year. Self-disclosure returned unopened?
 - (e) Enclose two copies of contract for signature, and Payroll Personal Summary form.

HR please put on Staff Record File

BPS Volunteer (Regulated) Safer Recruitment Record

NAME:			
POSITION		Required Start Date:	
Stage 1. Pre-engagement Checks (Single Central Register of Appointments)			
CHECK	Checked by:	Date:	
Proof of identity, date of birth and address			
Qualifications			
Complete on-line DBS application			
Enhanced DBS clearance received and original certificate seen			
Barred List Clearance			
Check not prohibited from Teaching (& Management)			
Right to work			
Character References x 2 Verified by Telephone:	HR	Date:	
Character References x 2 Verified by Telephone:	HR	Date:	
Online searches complete and any concerns raised with HM.			

All safer recruitment procedures are complete. Approved Start Date:

 / /

Chief Operating Officer or Head of Operations verification of SCRA entry

Signature

Stage 2. Induction Training.		Initial	Date
HM new staff induction training with a copy of the following policies: 1. BPS Child Protection Policy including a.) managing allegations against staff b.) Safeguarding Cause for Concern Record 2. Keeping Children Safe in Education September 2021 including Annexe A 3. What to do if you are worried a child is being abused. 4. BPS Staff Behaviour Policy (including reference to Whistleblowing Policy) 5. Safeguarding response to children who go missing in education.		(HM only)	
Mentor Name			
Tour of The School			
IT new staff induction training (where relevant) BPS Online Safety and Acceptable Use Policy, IT and iSams log-in created, training in Intranet, Remote Access, e-Safety, iSams, policy area and Timetable.			
Health and Safety new staff induction training BPS Health and Safety Policy and Procedures Manual (including Lone Worker Policy) (AMR) BPS Fire Safety Training (AMR)			

Every white section of this page must be completed before work

All induction procedures are complete. All recruitment checks are complete.

Approved Start Date:

Risk Assessment required and in Place?

Notes for SCRA

Head's Signature:

Date:

BPS Volunteer (Non-Regulated) Safer Recruitment Record

NAME:			
POSITION		Required Start Date:	
Stage 1. Pre-engagement Checks (Single Central Register of Appointments)			
CHECK	Approved by:		Date:
Proof of identity, date of birth and address			
BPS Staff Application Form Volunteer (Non-Regulated Activity)			
BPS Volunteer Risk Assessment completed by Project Leader			
Check not prohibited from Teaching (& Management)			
Written character reference verified by telephone:	DB:	Date:	
Written character reference verified by telephone:	DB:	Date:	
Online searches complete and any concerns raised with HM.	DB:	Date:	

Head of Operations/ Chief Operating Officer verification of SCRA entry

Approved Start Date:

 / /

Signature

Stage 2. Induction Training	Initial	Date
Volunteer induction training with a copy of BPS Safeguarding and Child Protection Guidance for Visitors and Contractors Form	(HM only)	
Mentor Name		
Health and Safety new staff induction training BPS Health and Safety Policy and Procedures Manual (AMR)BPS Fire Safety Training (AMR)		

Every white section of this page must be completed before work

All induction procedures are complete. All recruitment checks are complete. Approved Start Date:

Notes for SCRA

Head's Signature: Date:

BPS Internal Change of Role Recruitment Record

NAME:					SCR COMPLETE	
NEW POSITION:		Start Date:	(Proposed)	Initial	Date	
OLD POSITION:		Start Date:	(Actual)			
Stage 1. Application, Offer & Acceptance						
Application received and gaps checked (if applicable) (b)	Initial:	Date:				
Interview Date	Date:	Time:				
Additional Qualifications seen (if applicable) (a)	Initial:	Date:				
Additional References requested, seen and verified (if applicable) (b)	Initial:	Date:				
Selected for position	Y/N	Date:				
Offer letter sent	Y/N	Date:				
Offer accepted	Initial:	Date:				
Job description sent	Initial:	Date:				
Job description signed and returned	Initial:	Date:				
New contract sent	Initial:	Date:				
New contract returned	Initial:	Date:				
Self-Disclosure returned (if applicable) (b)	Initial:	Date:				
Medical Questionnaire returned (if applicable) (b)	Initial:	Date:				
Stage 2. The Single Central Register of Appointments						
Overseas checks (if applicable) (b)	Initial:	Date:				
SCR note added	Initial:	Date:				
Prohibition clearance received (if applicable) (b)	From Teaching	Y/N	From Management	Y/N	Date:	
Enhanced DBS received (if applicable) (b)	Y/N					

All safer recruitment procedures are complete. Approved Start Date:

/	/
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Chief Operating Officer or Head of Operations verification of updated SCRA entry

Signature

Stage 3. Contracts and Payroll	Initial	Date
Contracts sent to Employee for signature (c)		
Any additional policies sent		
Signed and completed contract		
HM signed contract received and filed		
Salary updated (if applicable)		
IT Manager informed (if applicable)		

All recruitment procedures are complete. Head signature indicates approval to start new role:

Head's Signature: Date:

Change of role date entered onto the SCRA as a note		
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Stage 4. Any additional training. DB to arrange:	Initial	Date
Additional Training (if applicable)		
New Mentor Name (if applicable)		

Head's signature below indicates that all training procedures are complete.

Head's Signature: Date: