

## SAFER RECRUITMENT STATEMENT AND SAFER RECRUITMENT FORM

It is **essential** that you:

- **read and retain this safer recruitment statement; and**
- **complete and return the attached safer recruitment form to the recruiting school with your application form.**

The recruitment administration and vetting checking procedures are undertaken on behalf of the employing school by Newcastle City Council (Employee Services). You are therefore required to give your consent for relevant information to be shared and held by Newcastle City Council as part of the appointment process. We use an external online record check provider; the result is sent direct to Employee Services as an e-result. You are therefore giving consent for us to receive this e-result, and that this information will be shared with other relevant parties involved in the recruitment process.

### **Privacy Policy- Enhanced checks declaration**

Before you submit your safe recruitment form to us you should be aware of the DBS Privacy Policy, this explains how your personal data will be used by the DBS and outlines your rights under the General Data Protection Regulation (GDPR). To view this policy please visit <https://www.gov.uk/government/publications/standard-and-enhanced-dbs-check-privacy-policy>

The School and Newcastle City Council are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

The position you have applied for is exempt from the Rehabilitation of Offenders Act 1974. To be considered for this employment, you must disclose details of any specified convictions or cautions or convictions that resulted in a custodial sentence. A specified offence is one which is on the [list of specified offences](#). You must also disclose:

- Any adult caution for a non-specified offence received within the last 6 years
- Any adult conviction for a non-specified offence received within the last 11 years
- Any youth conviction for a non-specified offence received within the last 5 and a half years

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they 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.

We therefore ask you to complete this form as fully as possible and return it before your interview or when you attend for interview. The only people who will see the information you give us will be those directly involved in the recruitment process. All information will be handled in accordance with our Code of Practice on the Disclosure of Criminal Convictions. At interview, or in a separate discussion, we will ensure that an open and measured discussion takes place about any offences or other matter(s) that may be relevant to the position and the appointment process.

If you are successful at interview, we will require you to make an application to the DBS to obtain an Enhanced Certificate of Disclosure and barred list check. If you are currently employed by Newcastle City Council or a Newcastle Voluntary Aided or Foundation Trust School and have obtained an Enhanced Disclosure via Newcastle City Council within the last 3 years, it may not be necessary to apply for another Disclosure. If you are subscribed to the DBS online update service, then your DBS certificate may be 'portable' between employers and organisations provided it is at the right level and for the right workforce and you provide your consent for it to be used.

To speed up the appointment process, please inform us if you have registered with the DBS online update service. If you are registered, we need your permission to use the online update service for the purposes of obtaining an up-to-date DBS certificate check should you receive a conditional offer of appointment. We also ask for your permission that a recheck can be made during your relevant employment if required by any legal, safeguarding or regulatory body.

If you have worked or have been a resident outside of the UK within the last 5 years, you must provide a certificate of good conduct or a copy of your criminal record for the period of time which you were abroad. Your appointment is subject to this check and it is important that you keep Employee Services informed of the progress you make in obtaining this document.

To obtain either a certificate of good conduct or a copy of your criminal record, you must contact the UK based embassy of the country in which you worked or lived. You can find out more information on how to get an overseas check on the website [www.homeoffice.gov.uk/DBS](http://www.homeoffice.gov.uk/DBS)

Disclosure of convictions or cautions (excluding youth cautions, reprimands or warnings) that are not 'protected' as defined by the Ministry of Justice will not automatically prevent you from working. Consideration will be given to the circumstances and background of your offence(s) and the relevance to the post applied for. The DBS has a code of practice, which we fully comply with DBS code of practice; <https://www.gov.uk/government/publications/dbs-code-of-practice>.

We ensure that anyone making appointment decisions has the necessary information, guidance and support to identify and assess the relevance and circumstances of any offences disclosed. Any information given will be treated in the strictest confidence and used only in the consideration of your application. Any report received from the DBS will only be used for assessing your suitability for the post. If the DBS give details of a conviction or other matter which you have not disclosed this will be discussed with you before any decision is made.

**If you are invited for interview, we shall assess:**

Issues in relation to safeguarding and promoting the welfare of children and young people including:

- your motivation to work with children and young people;
- your ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- your emotional resilience in working with challenging behaviours; and
- your attitude to the use of authority and maintaining discipline.

In accordance with KCSIE 2022 [paragraph 221] the school will carry out an online search as part of their due diligence checks on all shortlisted candidates.

**If you are offered the post, we shall ask for evidence of:**

- your identity; and
- your qualifications (including any relevant professional registration).

**We shall also check:**

- that you are medically fit to undertake the role.

**References:**

We shall also take up detailed references from your current/most recent and previous employers. If you are currently working with children, on either a paid or voluntary basis, your current or previous employer will be asked about disciplinary offences relating to children, including those where the penalty has expired. We will also ask if you have been the subject of any child protection concerns and if so, the outcome of any enquiry or disciplinary procedure.

**False Information**

Please note that providing false information is an offence and could result in your application being rejected or your dismissal from employment if you are appointed. The matter may also be referred to the police.

## SAFE RECRUITMENT FORM

Please read the attached Safe Recruitment Statement before completing this form then complete in block capitals. You may continue on a separate sheet if you wish.

<b>Full name and address:</b>				
<b>Date of birth:</b>				
<b>Any previous names / surnames:</b>				
<b>School applying to:</b>				
<b>Post applying for and the reference number:</b>				
<b>Do you have any unspent conditional cautions or convictions under the Rehabilitation of Offenders Act 1974?</b>	Yes		No	
<b>If yes, please state the nature of the offence(s) and the date(s) in the space given (you may continue on a separate sheet if necessary)</b>				
<b>Do you have any adult cautions (simple or conditional) or spent convictions that are not protected as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020?</b>	Yes		No	
<b>If yes, please state the nature of the offence(s) and the date(s) in the space given (you may continue on a separate sheet if necessary)</b>				
<b>Is your name currently on Barred List (list of people legally barred or restricted from working with children)?</b>	Yes		No	
<b>Are you subject to sanctions imposed by a regulatory body (for example the DFE)?</b>	Yes		No	

<b>If yes, please state the nature of the sanctions imposed (you may continue on a separate sheet if necessary)</b>				
<b>Have you lived or worked overseas in the previous five years?</b>	Yes		No	
<b>If yes, please state countries:</b>				
<b>Have you been DBS cleared by Newcastle City Council within the last 3 years?</b>	Yes		No	
<b>If yes, have you had a break in service in the last 3 years?</b>	Yes		No	
<b>I am registered with the DBS online update service:</b>	Yes		No	
<b>If yes, I hereby give permission for this application and any subsequent relevant employment with them to check my certificate with the DBS update service. I also give permission to hold my DBS certificate number, date of issue and type and level of check, on a secure database as part of the employment check process:</b>	Yes		No	
<b>I confirm that I have read the Safe Recruitment Statement that accompanies this form:</b>	Yes		No	

**Privacy Policy- Enhanced checks declaration**

Before we can proceed with your application, we need you to confirm the following:

I have read the Enhanced Check Privacy Policy for applicants, and I understand how DBS will process my personal data and the options available to me for submitting an application:

**Signature:** ..... **Date:** .....

**Consent to obtain enhanced check electronic result**

I consent to the DBS providing an electronic result directly to the registered body that has submitted my application. I understand that an electronic result contains a message that indicates either the certificate is blank or to await certificate which will indicate that my certificate contains information. In some cases, the registered body may provide this information directly to my employer/potential employer prior to me receiving my certificate.

I give permission for the relevant body to hold my DBS certificate number, date of issue and type and level of check, on a secure database.

**Signature:** ..... **Date:** .....

I certify that to the best of my knowledge the information I have given on this form is correct. I agree to obtain and provide an Enhanced Certificate of Disclosure from the Disclosure and Barring Service, if I am offered the post.

**Signature:** ..... **Date:** .....

**Full Name:**.....  
(BLOCK CAPITALS)

**Your email is accepted as your electronic signature for this form**