

Safer Recruitment

All schools and colleges should have regard to the [statutory guidance on safeguarding children and safer recruitment in education](#). It sets out what schools and colleges must do to safeguard and promote the welfare of children and young people under the age of 18.

The Department for Education (DfE) has also produced [statutory guidance to help schools make and manage staff appointments](#). This is accompanied by supplementary advice which provides information about:

- the option for schools to ask for details about a teacher's capability during the last 2 years of their teaching career;
- the requirement to provide this information;
- the requirement for schools to obtain enhanced criminal records checks with barred list information for staff engaged to work in regulated activity; and
- the requirement for schools to ensure appointees to teaching positions are not subject to prohibition orders.

Schools should follow the [model recruitment policy and procedure produced by the Schools HR team](#) to ensure that all of the requirements around safer recruitment are met.

Remit: [Schools](#)

Support Services: [HR & Legal Services](#)

Last updated: Thursday, 18 October, 2018

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Description: Schools HR - Safer Recruitment policy and guidance

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