

Mode Training Ltd

www.modetraining.co.uk



Safer Recruitment Policy

Copies of all Mode Policies and procedures can be obtained in large print. Please call 0151 709 4640 to request a large print copy or alternatively e-mail admin@modetraining.co.uk

To be read and understood by staff, learners, work experience providers, school mentors and all relevant partners.

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Section 1 Policy Statement of Intent

1. Introduction

The purpose of this policy is to set out Mode Training commitment to fair, safe, and effective recruitment and selection of new and existing employees.

Mode Training is an inclusive employer and will not discriminate unlawfully against anyone, but will select the best person for the job in terms of qualifications and abilities.

We are committed to safer recruitment practices that:

- deter prospective applicants who are unsuitable to work with children, young people or vulnerable adults
- identify and reject applicants who are unsuitable to work with children, young people or vulnerable adults
- deter and prevent inappropriate behaviours by providing on-going supervision, training and support to all staff and volunteers

2. Guiding Principles

- Recruitment and selection procedures must comply with current legislation.
- A job description and person specification must accompany each vacancy.
- All members of the recruitment panel should be familiar with this policy and the accompanying selection and recruitment procedures.
- At least one person on each appointment panel should have undertaken Safer Recruitment Training.

Mode Training Safer Recruitment Procedures set out further guidance for appointments of those working with children. For example:

- A curriculum vitae will not be accepted in lieu of an application form.
- The applicant will be required to self declare any part of their criminal record that is not protected [Exceptions Order 1975 (2013)(2020)].
- Open references will not be relied upon and will be subject to confirmation from the referee.
- All references must include a response regarding candidates suitability to work with children, young people and vulnerable adults.
- Monitoring information in relation to job applicants will be collected to assist us in EDIMs monitoring. The recruitment panel will not have access to job applicant's monitoring information.
- All suitably qualified disabled applicants who meet the essential requirements of a post will be invited for interviews where practical. Appropriate adjustments will be made to the interview arrangements where necessary.
- Every applicant must be assessed consistently against the criteria identified on the person specification. The selection panel must look for relevant objective evidence on which to make a decision.
- Questions asked of applicants must relate to the requirements of the post and should not be discriminatory, offensive, or in any way off-putting to any person or group.
- Safer Recruitment Training provides further guidance as to how to ask further questions to test out

someone's suitability to work with children/young people and vulnerable adults and relevant to their application form and personal statement.

- The **Equality Act 2010 (Section 60)** prevents employers from asking applicants about their health

or attendance before making an offer of appointment. Questions relating to the applicant's health or sickness absence history must not be asked at the interview stage. Only appropriate information should be sought to enable the candidate to participate in the interview process.

- At the end of the interviews, each panel member should have recorded evidence of how each candidate has met each of the selection criteria. Systematic analysis and assessment against MTL scoring system is important so that fair and justified decisions are made and so that constructive feedback can be given to candidates.
- The panel should then reach agreement on which candidate is to be appointed.
- Short summative verbal feedback should be offered to unsuccessful shortlisted candidates.
- All posts are subject to a fully completed application form, satisfactory employment reference check, evidence of the applicant's right to work in the UK and evidence of the required qualifications and any further relevant pre-employment checks set out in Keeping Children Safe in Education including prohibition check for those in teaching, overseas criminal checks, European Economic Area, when applicable.
- The verbal offer of employment and the initial offer letter must be conditional on all the required checks being completed.
- All new employees will receive a mandatory safeguarding induction in keeping with the DfE guidance Keeping Children Safe in Education.
- Any complaints made in relation to the recruitment and selection process should be dealt with under the grievance procedures for Mode Training.

Section 2 Arrangements

- Recruitment and selection procedures**

	Recruitment Procedures	Date
1.	Post approved by Chair	
2.	Job description and person specification drawn up (reference to safeguarding children and appropriate behaviours should be included in all relevant posts)	
3.	Job description, person specification and salary range agreed by SMT	
4.	Appointments panel agreed with a minimum of two members. (Panel members should remain the same for each stage of the process). Selection methods agreed. Closing date, short-listing date and interview dates agreed.	
5.	Advert drawn up and agreed by SMT (for posts working with children this should include the agreed statement 'Mode Training is committed to safeguarding children, young people and vulnerable adults and promoting their welfare. This post is subject to all the relevant pre- employment checks set out in Keeping Children Safe in Education, including an enhanced DBS certificate with a barred-list check.')	
6.	<p>Application pack prepared to include:</p> <ul style="list-style-type: none"> • An application form with guidance notes • Job description and person specification <p>Applicants from overseas outside the EEA should be advised to obtain an overseas criminal check before they apply for a visit as the post is the education sector.</p> <p>The candidates pack should also include a Code of Conduct – Safer Working Practices Guidance and guidance that requires the disclosure of non-protected cautions and convictions.</p> <p>Candidates should be signposted to our website which contains further safeguarding policies. They should be advised that CVs will not be acceptable for these types of posts. In addition, a reference will always be required from a setting where they have worked with children. If they have not worked with children before the reference must be from their latest employer.</p>	

7.	<p>The application form will request the following information:</p> <ul style="list-style-type: none"> a. Details of the applicant including current and former names, current address and national insurance number and/or proof to work in the UK. b. A statement of any academic and/or vocational qualifications the applicant has obtained that are relevant to the position they are applying for with the details of the awarding body and date of award. c. A full educational, training and work history in chronological order since leaving secondary education with any gaps explained. d. Details of referee. This must be the applicant's current or most recent employer and not family members. e. An explanation that the post is exempt from the Rehabilitation of Offenders Act 1974 and that all convictions, cautions, reprimands and 	
	<p>final warnings, including those regarded as 'spent' must be declared unless protected (amendment in 2013)</p> <ul style="list-style-type: none"> f. Where the candidate needs to declare any convictions, cautions, reprimands or final warnings, they will be invited to do so after shortlisting. g. a declaration that should they provide false information or omit any material fact they will be liable to dismissal if appointed and possible referral to the police. 	
8.	Post advertised.	
9.	<p>Shortlist applicants. The selection panel should identify those applicants who meet the criteria based upon their application form and personal statement</p> <p>Provision should be made for disabled candidates to attend interview.</p> <p>Inform shortlisted candidates that online searches of the candidate will be conducted by a colleague who is not part of the interview panel.</p>	

10.	<p>References should be requested for all short-listed candidates. A minimum of one written reference should be completed. The reference form should be e mailed to the contact provided, completion of reference form by e mail is acceptable, this should be verified with a follow up telephone call. It is at the discretion of the Senior Manager if they feel an additional reference should be completed.</p> <p>All reference requests should ask:</p> <ul style="list-style-type: none"> a. confirmation of details of the applicant's current/previous post (s) including salary, job title, dates of employment and reason for leaving b. about the referee's relationship with the candidate, how long they have known them and in what capacity (if the reference is from a current or previous employer it should be from an appropriately senior member of the relevant organisation) c. specific verifiable and relevant comments about the applicant's performance history and conduct. d. whether the referee is satisfied that the candidate has the ability and is suitable to undertake the role in question e. whether the referee is completely satisfied that the candidate is suitable to work with children, and, if not, for specific details of the referee's concerns. f. details of any disciplinary procedures the applicant has been subject to in which the sanction is still current. g. details of any disciplinary procedures the applicant has been subject to which related to the safety and welfare of children, including any in which the disciplinary sanction has expired. <p>Reference/s should be carefully checked against the application form for any discrepancies or anomalies. The references should be scrutinised before interview to consider any past behaviours, allegations and differences between the skills, responsibilities and experiences set out by the referee and candidate. Any omissions and or vague statements should always be followed up with the referee. Notes should be taken of any conversation and added to the personnel file.</p>	
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	Further references may need to be taken up particularly if they are relevant to a post working with children, young people and/or vulnerable adults	
11.	The panel should agree a set of questions to ask all candidates that cover the key aspects of the role and specifically those characteristics in the person specification that need testing out at interview.	
12.	All candidates should be asked questions to include their attitude and motivation towards working with children young people and/or vulnerable adults and their ability to support the organisation to safeguard and promote the welfare of children. The panel should agree further questions to ask individual candidates based upon issues raised in their personal statement, references and application form including any gaps or discrepancies identified. Any cautions and convictions declared by the candidate should be discussed.	

13.	The successful candidate should receive a verbal offer, conditional to all the required checks being completed. They should be advised they will receive a conditional offer letter and that they shouldn't resign until they receive their confirmation letter with their start date, contract and particulars.	
14.	<p>The personnel file should evidence that all the required checks have been completed. A recruitment checklist for the personnel file should be signed off before their start date. The confirmation letter with start date can be sent once all checks are completed.</p> <p>https://assets.publishing.service.gov.uk/media/68add931969253904d155860/Keeping_children_safe_in_education_from_1_September_2025.pdf</p> <p>sets out the following pre-employment checks which must be carried:</p> <ul style="list-style-type: none"> • Verify a candidate's identity. Identification checking guidelines can be found on the GOV.UK website; • Obtain (via the applicant) an enhanced DBS certificate (including barred list information, for those who will be engaging in regulated activity); • Obtain a separate barred list check if an individual will start work in regulated activity before the DBS certificate is available; • Verify the candidate's mental and physical fitness to carry out their work responsibilities. A job applicant can be asked relevant questions about disability and health in order to establish whether they have the physical and mental capacity for the specific role; • Verify the person's right to work in the UK. If there is uncertainty about whether an individual needs permission to work in the UK, prospective employers should follow advice on the GOV.UK website; • If the person has lived or worked outside the UK, make any further checks the school or college consider appropriate (see paragraph 114 of Keeping Children Safe in Education) • Verify professional qualifications, as appropriate; • Check that a person taking up a management position as described at paragraph 	
	<p>99 is not subject to a section 128 direction made by the Secretary of State</p> <ul style="list-style-type: none"> • In addition, checks should be made to ensure that a candidate employed as a teacher is not prohibited from teaching. • A disqualification check may be required under the Disqualification under the Childcare Act 2006. • Once all the pre-employment checks are completed the candidate can receive an offer letter, contract and start date. Some posts may be subject to a probationary period. 	
15.	Appropriate induction activities should be provided for all new employees. All staff should read and understand key guidance including keeping children safe in education - part one. The induction checklist should be completed and placed on their personnel file.	

Section 3

Signatures

This policy was produced by Debbie Carney and Emma Tagoe on behalf of Mode Training Limited.

Signed: 

Debbie Carney Company Director

22nd September 2025

Signed: 

Amanda Clarke Data and Compliance Manager

22nd September 2025

Review Cycle

This policy shall be reviewed annually or as necessary

Policy Review

Date of review	Review completed by	Overview of any updates
30/07/2020	Emma Tagoe	No changes required. Policy is still fit for purpose.
16/02/2022	Debbie Carney	* Clarity on only one reference has been added, it is now at the discretion of the SM on whether an additional reference is requested Policy is still fit for purpose. 02. Debbie Tagoe name changed to Debbie Carney
03/02/2023	Debbie Carney	Fit for purpose
09/01/2024	Emma Tagoe	Strengthened procedures for recruitment and selection.
30/09/2024	Debbie Carney	Policy remains fit for purpose Emma Sinnett name change to Emma Tagoe
22/09/2025	Amanda Clarke	Policy remains fit for purpose Reviewer changed from Emma Tagoe to Amanda Clarke