

Community Pre-schools Safer Recruitment Policy

The Early Years Foundation Stage (EYFS) framework for 2025 prioritises the safety and well-being of children, placing significant emphasis on safeguarding procedures, including safer recruitment practices. This policy outlines the stringent measures organisations must adopt to ensure that only suitably qualified and trustworthy individuals are employed to work with children. The EYFS 2025 Safer Recruitment Policy is a critical component of safeguarding practices, ensuring that organisations employ individuals committed to the safety and well-being of children. By adhering to this policy, organisations demonstrate their dedication to creating secure and nurturing environments for children to thrive.

The main objectives of this policy are:

- To safeguard children by preventing unsuitable individuals from gaining access to them.
- To ensure recruitment processes align with legal requirements and best practices.
- To promote transparency, fairness, and equity in the hiring process.

This policy applies to all staff, volunteers, and contractors working directly or indirectly with children. It also extends to agencies or third-party organisations supplying staff to work in early years settings.

Community Pre-schools Safer Recruitment Policy operates on the following principles:

- **Child-Centred Approach:** The safety and well-being of children are the primary considerations in all recruitment decisions.
- **Compliance:** All recruitment activities comply with legal requirements, including the Children Act 1989 and 2004, the Safeguarding Vulnerable Groups Act 2006, and relevant EYFS statutory guidance.
- **Transparency:** A fair and transparent recruitment process ensures equality and diversity in employment opportunities.

Recruitment Process

Job postings must clearly state the organisation's commitment to safeguarding and the necessity for all applicants to undergo rigorous background checks. This includes:

- Mandatory safeguarding statements in advertisements.
- Specific qualifications, skills, and attributes required for the role.

Application Forms

Application forms should require detailed information, including:

- Full employment history with explanations for any gaps.
- Educational qualifications and relevant certifications.
- References from previous employers, particularly those involving work with children.

Interviews

All interviews for positions working with children must include safeguarding-related questions to assess the applicant's suitability. The recruitment panel should be trained in safer recruitment practices and capable of identifying any potential concerns.

Pre-Employment Checks

The following checks are mandatory before employment:

- Disclosure and Barring Service (DBS): An enhanced DBS check ensures the applicant has no criminal history that would disqualify them from working with children.
- Identity Verification: All applicants must provide original documents to confirm their identity.
- References: A minimum of two references, including one from a recent employer, must be verified. Character references will not be accepted
- Qualifications Check: Educational qualifications and certifications must be verified.

After recruitment, organisations are required to:

- Provide safeguarding induction training covering EYFS policies and procedures.
- Ensure ongoing supervision and appraisal to monitor performance and adherence to safeguarding standards.
- Encourage a culture of vigilance, where staff feel comfortable reporting concerns.

Recruitment Panel

The recruitment panel is responsible for:

- Ensuring the recruitment process adheres to EYFS statutory guidelines.
- Undertaking safer recruitment training.
- Documenting all recruitment activities for audit purposes.

Staff

All staff involved in hiring processes must:

- Understand EYFS safeguarding requirements.
- Participate in regular training on safer recruitment.

Leadership

Organisational leaders must:

- Ensure the Safer Recruitment Policy is implemented effectively.
- Provide resources for training and compliance monitoring.

Monitoring and Review

The Safer Recruitment Policy must be reviewed annually or whenever changes to legislation or EYFS guidelines occur. Monitoring processes should include:

- Audits of recruitment files and procedures.
- Feedback from staff, and volunteers
- Updates to training programs as necessary.

Legal Framework

This policy aligns with the following legislation and guidance:

- Children Act 1989 and 2004.
- Safeguarding Vulnerable Groups Act 2006.
- EYFS 2025 statutory framework.
- Working Together to Safeguard Children 2023.