

Safer Recruitment Policy

2024-2025

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Policy Aims and School Vision

The Inspired Philosophy

As part of the Inspired Group, we are also guided by the philosophy of the Inspired group:

- A child's education is the single most important consideration for any parent or carer.
- At Inspired, we believe that it is an individual's total educational experience that instils the knowledge, attitudes, beliefs, and values that they will carry with them for life.
- We believe that this set of knowledge, attitudes, beliefs, and values, instilled by education, will form the basis of how we approach the future.

Inspired schools believe that these are the foundations on which we build and plan our lives. At King's InterHigh (KIH) and Academy21 (A21), we welcome students with varied plans, including attending university, college, obtaining an apprenticeship, or going into the workplace. Being part of Inspired allows us to cater for our rich and varied student community through an inclusive and positive approach that maintains high expectations of all our students with their own aspirations.

Our vision and aims

Both KIH and A21 welcome students with a variety of prior education experiences and with varied aims. This is fundamental to what we do - our vision is to be a flexible home for all students and so we seek to offer a curriculum and experience that allows students to pursue learning interests, fits around other priorities and gives them the structure needed to work towards their goals. We seek to create the conditions for this – a purposeful learning environment, the ability to focus and challenge oneself and a sense of safety and value for every child.

We have core aims that underpin this vision. They are to:

1. provide a high quality, positive and inclusive learning experience and environment that inspires all students to discover, develop and fulfil their potential and make outstanding progress in their learning whatever their starting point.
2. promote desirable behaviour and a culture of mutual respect and maximum engagement in learning through our actions and wider culture.
3. recognise the successes and development of each student, be it social, emotional, academic, or otherwise, that develops self-esteem, and respect for self and others.

There are some broader themes to our vision that are worth detailing:

Participation: We believe educational success comes from students actively participating in learning through attending live classes or using lessons recordings and resources actively; submitting set work; engaging with their peers or just following feedback to improve. As a school we set conditions for our staff and students to be reflective on their efforts and act with integrity, building a culture of improvement and contribution to community that ultimately makes everyone's impact on the world a positive one.

Holistic development: In a rapidly evolving digital world, we take seriously the holistic development of our students and aim to equip students with the tools and attitudes to navigate technology and global relationships positively. We have robust actions in place to keep school free from more negative instances that might occur in other settings such as bullying or disruption.

Inclusivity and flexibility: We are inclusive, and we want every child, regardless of additional needs, to be the best version of themselves through the support of our flexible schooling and adaptive teaching.

Introduction

The safe recruitment of staff in schools is the first step to safeguarding and promoting the welfare of children in education. KIH and A21 is committed to safeguarding and promoting the welfare of all students in its care. As an employer, the school expects all staff and volunteers to share this commitment.

Aims and Objectives

The aim of the Safer Recruitment policy is to help deter, reject or identify people who might abuse students or are otherwise unsuited to working with them by having appropriate procedures for appointing staff.

The aims of the school's recruitment policy are as follows:

- to ensure that the best possible staff are recruited on the basis of their merits, abilities and suitability for the position;
- to deter, identify and reject prospective applicants who are unsuitable for work with children or young people;
- to ensure that all job applicants are considered equally and consistently;
- to ensure that no job applicant is treated unfairly on any grounds including race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital or civil partner status, disability or age;
- to ensure compliance with all relevant legislation, recommendations and guidance including the statutory guidance published by the Department for Education (DfE), Keeping Children Safe in Education 2024 (KCSIE 2024), the Prevent Duty Guidance for England and Wales (2023) (the Prevent Duty Guidance) and any guidance or code of practice published by the Disclosure and Barring Service (DBS),
- and to ensure that the school meets its commitment to safeguarding and promoting the welfare of children and young people by carrying out all necessary pre-employment checks, including cross checking on LinkedIn and social media that nothing is inconsistent with the application received, and will not bring the school into disrepute

Scope of this policy

Employees involved in the recruitment and selection of staff are responsible for familiarising themselves with and complying with the provisions of this policy.

The school has a principle of open competition in its approach to recruitment and will seek to recruit the best applicant for the job. The recruitment and selection process should ensure the identification of the person best suited to the job at the school based on the applicant's abilities, qualification, experience and merit as measured against the job description and person specification.

The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance (including KCSIE 2024 and Prevent Duty Guidance [2023]).

If a member of staff involved in the recruitment process has a close personal or familial relationship with an applicant, they must declare it as soon as they are aware of the individual's application and avoid any involvement in the recruitment and selection decision-making process.

The school aims to operate this procedure consistently and thoroughly while obtaining, collating, analysing and evaluating information from and about applicants applying for job vacancies at KIH and A21.

Roles and Responsibilities

It is the responsibility of the Executive Headteacher and CEO to:

- Ensure the school has effective policies and procedures in place for recruitment of all staff and volunteers in accordance with DfE guidance and legal requirements
- Monitor the school's compliance with them

It is the responsibility of the Executive Headteacher and CEO in recruitment to:

- Ensure that the school operates safe recruitment procedures and makes sure all appropriate checks are carried out on all staff and volunteers who work at the school, prior to starting work within the school
- To monitor contractors' and agencies' compliance with this document
- Promote welfare of children and young people at every stage of the procedure

It is the responsibility of the Executive Headteacher and Heads of Key Stage to lead in all appointments of education staff. It is the responsibility of the Chief Operating Officer to be involved in the recruitment process for all appointments of office staff.

The Chief Operating Officer may be involved in education staff appointments, but the final decision will rest with the Executive Headteacher and Heads of Key Stage to make the final decision for educational roles.

Definition of Regulated Activity and Frequency

Any position undertaken at, or on behalf of KIH and A21 will amount to "regulated activity" if it is carried out:

- frequently, meaning once a week or more
- overnight, meaning between 2.00 am and 6.00 am
- satisfies the "period condition", meaning four times or more in a 30-day period
- provides the opportunity for contact with children

This definition will cover nearly all posts at the school. Roles which are carried out on an unpaid / voluntary basis will only amount to regulated activity if, in addition to the above, they are carried out on an unsupervised basis.

The school is not permitted to check the Children's Barred List (UK only) unless an individual is engaging in "regulated activity".

The school is required to carry out an enhanced DBS check or equivalent (where not in England and Wales) or obtain police clearance from a last country of domicile, for all staff, supply staff, contractors and volunteers who will be engaging in regulated activity. However, the School can also carry out an enhanced DBS check (or equivalent) on a person who would be carrying out regulated activity but for the fact that they do not carry out their duties frequently enough i.e. roles which would amount to regulated activity if carried out more frequently

Recruitment and Selection Procedure

Advertising

The aim of advertising is to attract a wide range of high-quality candidates from diverse backgrounds. All advertisements for posts, whether in newspapers, journals or online should include a statement confirming that the school is committed to safeguarding and the welfare of children and that all candidates who may come into contact with KIH and A21 students or prospective students, either online or in person, will be required to undergo an enhanced DBS check or equivalent.

The wording of job adverts will clearly highlight the school's commitment to safeguarding and will help deter, reject or identify people who might abuse students or are otherwise unsuited to working with them by stating the appropriate procedures for appointing staff.

All documentation relating to applicants will be treated confidentially in accordance with the Data Protection Act (DPA 2018) or Data Privacy Regulations.

It is unlawful for the school to employ anyone who is barred from working with children. It is a criminal offence for any person who is barred from working with children to apply for a position at the school. All applicants will be made aware that providing false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected, and referral to the police and/or the DBS (England and Wales).

Job Descriptions and Person Specifications

A job description is a key document in the recruitment process and must be finalised prior to taking any other steps in the recruitment process. It will clearly and accurately set out the duties and responsibilities of the job role.

The person specification is of equal importance and informs the selection decision. It details the skills, experience, abilities and expertise that are required to do the job. The person specification will include a specific reference to suitability to work with children.

Application Forms

Schools and colleges should only accept copies of a curriculum vitae alongside an application form. A curriculum vitae on its own will not provide adequate information.

Where a role involves engaging in regulated activity relevant to children, schools and colleges should include a statement in the application form or elsewhere in the information provided to applicants that it is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children.

Schools and colleges should also provide a copy of the school's or college's child protection policy and practices in the application pack or refer to a link on its website.

Schools and colleges should require applicants to provide:

- personal details, current and former names, current address and national insurance number
- details of their present (or last) employment and reason for leaving
- full employment history, (since leaving school, including education, employment and voluntary work) including reasons for any gaps in employment
- qualifications, the awarding body and date of award
- details of referees/references (see below for further information), and
- a statement of the personal qualities and experience that the applicant believes are relevant to their suitability for the post advertised and how they meet the person specification.

References

References for short-listed applicants will be requested immediately after short-listing. This allows any concerns raised to be explored further with the referee and taken up with the candidate at interview. The only exception is where an applicant has indicated on their application form that they do not wish their current employer to be contacted at that stage. In such cases, this reference will be taken up immediately after the interview. All Education hires require a KIH and A21 Application form to ensure the prior employer indicates there is no reason for the candidate to not work with children.

All offers of employment will be subject to the receipt of a minimum of two previous employment references which are considered satisfactory by the school. One of the references must normally be from the applicant's current or most recent employer. If the current / most recent employment does / did not involve work with children, then the second reference should 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. (Applicable for Education only). Where a new member of staff has had more than 2 previous roles within the last two years, references will be obtained from all employers within this time period.

For KIH and A21 roles which do not face directly into education/children, (i.e. back-office roles), references from the two most recent employers must be provided.

The school may, at its discretion, require further references, as appropriate, in order to satisfy itself that the preferred candidate is both suitable and appointable. All referees will be asked 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. All referees will normally be sent a copy of the job description and person specification for the role for which the applicant has applied. If the referee is a current or previous employer, he/she will also be asked to confirm the following:

- the applicant's dates of employment, salary, job title / duties, reason for leaving, performance, and disciplinary record;
- whether the applicant has ever been the subject of disciplinary procedures involving issues related to the safety and welfare of children (including any in which the disciplinary sanction has expired), except where the issues were deemed to have resulted from allegations which were found to be false, unsubstantiated, unfounded or malicious; and
- whether any allegations or concerns have been raised about the applicant that relate to the safety and welfare of children or young people or behaviour towards children or young people, except where the allegation or concerns were found to be false, unsubstantiated, unfounded or malicious.

The school will only accept references obtained directly from the referee and from a company email address. It will not rely on references or testimonials provided by the applicant or on open references or testimonials.

The school will compare all references with information given on the application form. Any discrepancies or inconsistencies in the information will be taken up with the applicant and the relevant referee before any appointment is confirmed.

Shortlisting

Shortlisted candidates should be asked to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children.

Self-declaration is subject to Ministry of Justice guidance on the disclosure of criminal records, further information can be found on GOV.UK. For example:

- if they have a criminal history
- if they are included on the children's barred list
- if they are prohibited from teaching
- if they are prohibited from taking part in the management of an independent school
- information about any criminal offences committed in any country in line with the law as applicable in England and Wales, not the law in their country of origin or where they were convicted
- if they are known to the police and children's local authority social care
- if they have been disqualified from providing childcare and,
- any relevant overseas information

The school should ensure that:

- ensure that at least two people carry out the shortlisting exercise (it is recommended that those who shortlist carry out the interview for a consistent approach)
- consider any inconsistencies and look for gaps in employment and reasons given for them and explore all potential concerns

In addition, as part of the shortlisting process schools and colleges should consider carrying out an online search as part of their due diligence on the shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the school or college might want to explore with the applicant at interview. Schools and colleges should inform shortlisted candidates that online searches may be done as part of due diligence checks.

Interviews

KIH and A21 will conduct face-to-face or online interviews, and a minimum of two interviewers will see the applicants for the vacant position. The interview process will explore the applicant's ability to carry out the job description and meet the person specification. It will enable the panel to explore any anomalies or gaps that have been identified in order to satisfy themselves that the chosen applicant can meet the safeguarding criteria (in line with Safer Recruitment training).

Any information regarding past disciplinary action or allegations, cautions or convictions will be discussed and considered in the circumstance of the individual case during the interview process, if it has been disclosed.

At least one member of any interviewing panel will have undertaken safer recruitment training or refresher training as applicable.

Unsuccessful applicant documents will be destroyed or deleted.

Conditional Offer of Employment

In accordance with the recommendations set out in KCSIE 2024 and the requirements of the Education (Independent School Standards) Regulations 2019 the school carries out a number of pre-employment checks in respect of all prospective employees.

If it is decided to make an offer of employment following the formal interview, any such offer will be conditional on the following:

- the agreement of a mutually acceptable start date and the signing of a contract incorporating the school's standard terms and conditions of employment;
- verification of the applicant's identity (where that has not previously been verified);
- the receipt of two employment references (or more if more than 2 roles within the previous two years. One of which normally must be from the applicant's most recent employer) which the school considers to be satisfactory;
- for positions which involve "teaching work":
 - the school being satisfied that the applicant is not, and has never been, the subject of a sanction, restriction or prohibition issued by the National College for Teaching and Leadership (England & Wales), or any predecessor or successor body, or by a regulator of the teaching profession in any country outside the UK. other which prevents the applicant working at the school or which, in the school's opinion, renders the applicant unsuitable to work at the school. EEA teachers must provide a Letter of Professional Standing; and
 - the school being satisfied that the applicant is not, and has never been, the subject of any proceedings before a professional conduct panel or equivalent body in the UK or any other country for any reason which prevents the applicant working at the school or which, in the school's opinion, renders the applicant unsuitable to work at the school
- where the position amounts to "regulated activity the receipt of an enhanced disclosure from the DBS (or equivalent), or police clearance from country of residence, which the school considers to be satisfactory;
- where the position amounts to "regulated activity" confirmation that the applicant is not named on the Children's Barred List*;
- confirmation that the applicant is not subject to a direction under section 142 of the Education Act 2002 which prohibits, disqualifies or restricts them from providing education at a school, taking part in the management of an independent school or working in a position which involves regular contact with children;
- confirmation that the applicant is not subject to a direction under section 128 of the Education and Skills Act 2008 which prohibits, disqualifies or restricts them from being involved in the management of an independent school (where applicable);
- verification of the applicant's medical fitness for the role;

- any further checks which are necessary as a result of the applicant having lived or worked outside of UK; and
- verification of professional qualifications which the school deems a requirement for the post, or which the applicant otherwise cites in support of their application (where they have not been previously verified).
- Online searches and checks, where necessary. Anything relevant and of concern can be raised with the candidate, and professional judgement used with regards to further action required. The school may view candidates' online presence, including social media. It is at the discretion of the school as to whether content is deemed appropriate or inappropriate

*The school is not permitted to check the Children's Barred List unless an individual will be engaging in "regulated activity". The school is required to carry out an enhanced DBS check for all staff, supply staff and Members of the Board, who will be engaging in regulated activity. However, the School can also carry out an enhanced DBS check on a person who would be carrying out regulated activity but for the fact that they do not carry out their duties frequently enough i.e. roles which would amount to regulated activity if carried out more frequently.

Whether a position amounts to "regulated activity" must therefore be considered by the school to decide which checks are appropriate. It is however likely that in nearly all cases the school will be able to carry out an enhanced DBS check (or equivalent i.e. PVG check) and a Children's Barred List check.

A personal file checklist will be used to track and audit paperwork obtained in accordance with Safer Recruitment Training. This information will be stored on the school's data management system (iSAMS).

All employee documentation will be held securely on the school's data management system (iSAMS).

The Rehabilitation of Offenders Act 1974

The Rehabilitation of Offenders Act 1974 does not apply to positions which involve working with or having access to students. Therefore, any convictions and cautions that would normally be considered 'SPENT' must be declared when applying for any position at KIH and A21.

DBS (Disclosure and Barring Service) Check (or equivalent)

The school applies (personally or through an agency) for an enhanced disclosure from the DBS (or equivalent) and a check of the Children's Barred List (now known as an Enhanced Check for Regulated Activity) in respect of all positions at the school which amount to "regulated activity" as defined in the Safeguarding Vulnerable Groups Act 2006 (as amended). The purpose of carrying out an Enhanced Check for Regulated Activity is to identify whether an applicant is barred from working with children by inclusion on the Children's Barred List and to obtain other relevant suitability information.

It is the school's policy that the Enhanced DBS disclosure (or equivalent) must be obtained before the commencement of employment of any new employee. If a candidate has obtained an Enhanced DBS check (or equivalent) within the last 3 years, this will be accepted by the school. Where the certificate is more than 3 years old, or the candidate does not have a DBS (or equivalent) a new check will be required before taking up post.

Staff in Dubai will be required to obtain the available Police Check from the UAE Government.

It is the school's policy to re-check employee's DBS Certificates every three years and in addition any employee that takes leave for more than three months (i.e.: maternity leave, career break etc) must be re-checked before they return to work.

Members of staff at KIH and A21 are aware of their obligation to inform the Executive Headteacher and Designated Safeguarding Lead of any cautions or convictions that arise between these checks taking place.

Disclosure Update Service (England and Wales only)

The Disclosure Update Service allows individuals to register their details online with the DBS (as part of their enhanced disclosure application) and pay an annual fee to keep their DBS certificate details updated. This means that any future employers can quickly check the certificate online which will avoid many unnecessary repeat applications. Further information on the service is available from the KIH and A21 leadership team or online at <https://www.gov.uk/dbs-update-service>.

To use this service an employee must subscribe within 30 days of their enhanced DBS certificate being issued. Any gaps in employment/engagement longer than three months will normally require a new enhanced disclosure check to be undertaken. The school has therefore made signing up to the update service a requirement for all casual workers who return to the school on a regular basis but may have 3+ months' gaps before they return. The school will fund an enhanced DBS check or equivalent once and will then reimburse the worker for the cost of signing up to the update service each year. If a returning worker has failed to keep their enrolment with the update service current, the school may refuse to fund the cost of a further DBS check.

The Update Service is not available for background checks carried out in countries outside England and Wales.

Dealing with Convictions

The school operates a formal procedure if a DBS Certificate is returned with details of convictions. Consideration will be given to the Rehabilitation of Offenders Act 1974 and:

- the nature, seriousness and relevance of the offence;
- how long ago the offence occurred;
- one-off or history of offences;
- changes in circumstances,
- decriminalisation and remorse

A formal meeting will take place face-to-face to establish the facts with the Chief Operating Officer, Executive Headteacher and Designated Safeguarding Lead. A decision will be made following this meeting. If 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 Chief Operating Officer, Executive Headteacher and Designated Safeguarding Lead will evaluate all the risk factors above before a position is offered or confirmed.

If an applicant wishes to dispute any information contained in a disclosure, they may do so by contacting the DBS. In cases where the applicant would otherwise be offered a position were it not for the disputed information, the school may, where practicable and at its discretion, defer a final decision about the appointment until the applicant has had a reasonable opportunity to challenge the disclosure information.

Proof of identity, Right to Work & Verification of Qualifications and/or Professional Status

All applicants invited to attend an interview at the school will be required to provide their identification documentation such as passport or driving licence etc. as proof of identity/eligibility to work prior to the interview taking place. The school does not discriminate on the grounds of age. The school must ensure it receives a full birth certificate in addition to the photo identification.

Where an applicant claims to have changed their name by deed poll or any other means (e.g. marriage, adoption, statutory declaration) they will be required to provide documentary evidence of the change.

In addition, applicants must be able to demonstrate that they have obtained any academic or vocational qualification legally required for the position and claimed in their application form. The school retains the right to establish the authenticity of these documents, where required.

Overseas Checks

If the School does not consider the DBS certificate (or equivalent) alone as sufficient (because it would not cover offences committed abroad), the school will require whatever evidence of checking is available from the person's country of origin (or any other countries in which they lived) before the appointment is confirmed.

An overseas check will be required where the applicant has lived and/or worked abroad for three months or more in the last five years (in accordance with ISI requirements). The Home Office has published updated guides on what checks are available from different countries. A UK national returning after working in a foreign country is required to obtain a certificate of good conduct or equivalent from the country/countries in question. The school will request extra references from countries that do not provide criminal record checks or should the overseas criminal record check be delayed. If an employee needs to start prior to receipt of the overseas police check, the school will confirm a start date provided that a risk assessment and all other pre-employment checks, including DBS and reference checks, are in place.

Record Retention/Data Protection

The school is legally required to undertake the above pre-employment checks. Therefore, if an applicant is successful in their application, the school will retain on their personnel file any relevant information provided as part of the application process. This will include copies of documents used to verify identity, right to work and qualifications. Medical information may be used to help the school to discharge its obligations as an employer e.g. so that the school may consider reasonable adjustments if an employee suffers from a disability or to assist with any other workplace issue.

This documentation will be retained by the school for the duration of the successful applicant's employment with the school. All information retained on employees is held securely and electronically.

The same policy applies to any suitability information obtained about volunteers involved with School activities.

Copies of DBS certificates and records of criminal information disclosed by the candidate are covered by UK GDPR/DPA 2018 Article 10. To help schools and colleges comply with the requirements of the Data Protection Act 2018, when a school or college chooses to retain a copy, there should be a valid reason for doing so and it should not be kept for longer than six months. When the information is destroyed a school or college may keep a record of the fact that vetting was carried out, the result and the recruitment decision taken if they choose to. Schools and colleges do not have to keep copies of DBS certificates, to fulfil the duty of maintaining the single central record.

Single Central Register

An entry will be made on the Single Central Register for all current members of staff at the school and all individuals who work in regular contact with children including volunteers, and those employed as third parties. The SCR shows the checks that have been made by the school on individuals who are in regular contact with children at the school. The School's HR department take responsibility for the maintenance of this record.

Induction Programme

All new employees will be given an induction programme which will clearly identify the school policies and procedures, including the Safeguarding and Child Protection Policy, the Code of Conduct in the Staff Handbook, and make clear the expectations which will govern how staff carry out their roles and responsibilities.

Ongoing Employment

KIH and A21 recognises that safer recruitment and selection is not just about the start of employment but should be part of a larger policy framework for all staff. The school will therefore provide ongoing training and support for all staff, as identified through the appraisal process. Safeguarding training must be undertaken by all staff every year, to continue to provide staff with the relevant skills and knowledge to safeguard children effectively.

Access to Platforms During Extended Periods of Leave

In line with our policy that DBS (and other background checks) must be carried out on staff who have been on leave for more than three months, e.g. maternity leave or long-term illness, colleagues who are on extended periods of leave will have their access to platforms, containing sensitive information, suspended. This includes iSAMS, Canvas and online. Access will be reinstated once the relevant checks have been completed and the agreed return date is approaching.

Leaving Employment at KIH and A21

Despite the best efforts to recruit safely there will be occasions when allegations of serious misconduct or abuse against children and young people are raised. This policy is primarily concerned with the promotion of safer recruitment and details the pre-employment checks that will be undertaken prior to employment being confirmed. Whilst these are pre-employment checks the school also has a legal duty to make a referral to the DBS in circumstances where an individual:

- has applied for a position at the school despite being barred from working with children; or
- has been removed by the school from working in regulated activity (whether paid or unpaid), or has resigned prior to being removed, because they have harmed, or pose a risk of harm to, a child.

Contractors and Agency Staff

Contractors engaged by the school must complete the same checks for their employees that the school is required to complete for its staff. The school requires confirmation, i.e. through view of the relevant documentation, that these checks have been completed before employees of the contractor can commence work at the school.

Agencies who supply staff to the school must also complete the pre-employment checks which the school would otherwise complete for its staff. Again, the School requires confirmation, as above, that these checks have been completed before an individual can commence work at the school.

Visiting Speakers (and Prevent Duty)

The Prevent Duty Guidance requires the school to have clear protocols for ensuring that all back-office staff and any visiting speakers, whether invited by staff or by students, are suitable and appropriately supervised.

The school is not permitted to obtain a DBS disclosure or Children's Barred List information on any visiting speaker who does not engage in regulated activity at the school or perform any other regular duties for or on behalf of the school.

The school will keep a record of all visiting speakers detailing the dates and year groups they engaged with. All visiting speakers will be supervised by a permanent member of KIH and A21.

The school will also obtain such formal or informal background information about a visiting speaker as is reasonable in the circumstances to decide whether to invite and/or permit a speaker to attend the school. In doing so the school will always have regard to the Prevent Duty Guidance and the definition of "extremism" set out in KCSIE 2024 which states:

"Extremism" is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. We also include in our definition of extremism calls for the death of members of our armed forces, whether in this country or overseas. Terrorist groups very often draw on extremist ideas developed by extremist organisations."

In fulfilling its Prevent Duty obligations the school does not discriminate on the grounds of race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital or civil partner status, disability or age.

Volunteers

The school will request background checks, from the relevant country, on all volunteers undertaking regulated activity, without a police officer checked member of staff present, with students at or on behalf of the school (the definition of regulated activity set out above will be applied to all volunteers).

Under no circumstances will the school permit an unchecked volunteer to have unsupervised contact with students.

In addition, the school will seek to obtain such further suitability information about a volunteer as it considers appropriate in the circumstances. This may include (but is not limited to the following):

- formal or informal information provided by staff, parents and other volunteers.
- character references from the volunteer's place of work or any other relevant source; and
- an informal safer recruitment interview.

Monitoring and Evaluation

The Executive Headteacher will be responsible for ensuring that this policy is monitored and evaluated throughout the school. This will be undertaken through formal audits of job vacancies and a yearly Safer Recruitment Evaluation audit.