



Wimbledon School of English Staff Recruitment Policy (Juniors)

At WSE we incorporate safer recruitment procedures into all aspects of our recruitment procedure. We have a well-planned, structured and transparent process with consistent application. Our aim is to deter the wrong people from applying and prevent the wrong people from being appointed.

Job descriptions and person specification documents:

- Safeguarding responsibilities of the role are clearly defined.

Advertising:

- All job advertisements state the school's commitment to safeguarding and the promotion of student welfare for under 18s. All stakeholders are expected to share this commitment.
- It is made clear that a DBS check or local police check for candidates based overseas, will be carried out, there should be no gaps in CVs and that references will be checked.

Shortlisting candidates:

- Shortlisting is done with the person specification in mind.
- When possible, shortlisting is done by two people working independently who then compare to compile a fair and transparent shortlist of candidates.

Interviews:

- Applicants are invited to face-to-face interviews, or Skype when overseas, after selection from application forms or CVs with covering letter received in response to advertisements. Interviewees are sent the job description and safeguarding policy in advance.
- All applicants are informed before their interview that we will follow up references, we require a DBS disclosure or overseas police check, all gaps in CVs must be accounted for, and proof of identity and qualifications will be required.
- Interviews are conducted by the appropriate manager.
- For each position a set of interview questions is created and includes safer recruitment questions. All staff members involved in recruitment have access to examples of safer recruitment questions along with examples of responses which would cause concern.
- The interviewers complete an interview form during the interview to assess the applicant's suitability. The completed form is filed in the successful applicant's personnel file. Copies of their passport & original certificates are checked.



- Notes and details of unsuccessful post interview applicants are not kept on file for more than 6 months.

References:

- WSE recognises the importance of references in providing an indicator of future performance.
- References are collected from the most recent employer and/or places that are similar to the work for which the applicant has applied.
- We require one written reference and one phone reference where a written record is kept of a verbal reference and a template is followed. The person spoken to, position and date is noted.
- If they are not on the CV, the applicant is asked for referee contact details at the interview and the interviewer contacts the referees by telephone or email shortly after the interview.
- Any causes for concern that arise from a reference are followed up with the applicant.
- When the position involves working with under 18 year olds at least one reference question asks directly about suitability to work with under-18s.
- In residential settings such as at our junior centre, all written references have to be checked by the interviewer/line manager talking to the person who wrote the reference (not another member of office staff) to confirm they did in fact write the reference.
- Members of staff are welcome to consult their online files at any time.
- A position offered to a successful applicant is always subject to references and an enhanced DBS check or police check.

Pre-appointment checks:

- All applicants undergo an enhanced DBS check or an overseas police check before they commence their employment.
- A record of all checks is kept on a single central record of all staff.
- All applicants are invited to self-disclose any criminal records they have. They are asked to submit this to the interviewer in a sealed envelope. This envelope will only be opened if the applicant has been successful at interview stage. Two WSE managers will be responsible for discussing and deciding whether to appoint based on the offence and records are kept of the discussion. If the applicant is not successful the sealed envelope is returned to him/her unopened.
- In cases where a DBS check or police check has not been returned before the applicant commences, when the applicant is a teacher there are several measures in place to allow the teacher to start work: the DoS monitors the room where the teacher is working at least once each lesson, the teacher is required to teach with the door open, he or she should not be alone with one or two students at any time, he or she cannot teach 1:1 or 2:1 classes to students under 18 years old. When the position is residential, the staff member must be accommodated in another building away from the students.
- Staff members for all positions may be able to work but cannot supervise students under 18 years old without the presence of a DBS-checked staff member until such time that the DBS is available.
- In some cases it may not be possible to obtain an overseas criminal record check, for example, if a country does not offer this service to non-citizens or if they have insufficient



infrastructure to be able to do this. In such cases, a third reference is sought with all three referees asked to comment on the candidate's suitability for working with under-18s.

Selection:

- Applicants are informed of the results of the interview within a week. Confirmation of fixed term and pay is given in writing with a contract and full terms and conditions to follow before date of employment. All unsuccessful interviewees are informed by email.

Post selection:

- A date is arranged for the teacher to attend an initial induction either face-to-face or via Skype. At this time the full induction procedure and timetable is explained to the new employee. The staff member is also told about child safeguarding and fire awareness training to be completed online before commencement of employment.
- Teachers are timetabled in to classes based on experience and range of levels. He or she is also matched with suitable teachers based on experience in the school.
- Full induction takes place at the Centre prior to the commencement of the course. Staff are asked to complete a form giving details of next of kin and bank details, and the Children's Act 1989 Self-declaration form. A copy of their passport and any certificates is taken. Their line manager goes through the induction checklist and procedures with them.

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