

## **SAFER RECRUITMENT**

The Oxfordshire Hospital School is committed to the highest standards of 'safer recruitment'. Safer recruitment procedures are implemented in the following ways:

- *Clear roles and responsibilities of the headteacher and governing board*
- *Decisions about who sits on the selection panel*
- *How posts will be advertised and what information applicants will be provided with*
- *References*
- *Interviews*
- *Pre-appointment checks, including Disclosure and Barring Service (DBS) checks*
- *Offers of employment and induction arrangements*
- *The personnel file and the single central record (SCR)*
- *Requirements for supply and peripatetic staff, volunteers, contractors, student teachers*