

## Agenda Item 8

### Recruitment and Selection Processes (Bichard recommendations)

#### Outline of Training Programme for Head Teachers, Governors and Senior Staff in Walsall schools

##### Session 1

##### Background to Bichard Report

Key issues to cover:

- Post Soham
- Child Protection
- Record keeping
- Vetting
- Information Sharing

##### Session 2

##### Recommendations (Bichard Report)

Key issues to cover:

- Trained person on every interview panel
- Register of those who wish to work with children (PLX System)
- National IT intelligence system
- Guidance on record creation, retention, review and deletion and sharing information
- Referral of sexual offences against children (ie SS – police)

##### Session 3

##### What the recommendations mean for schools

##### Stringent recruitment and selection procedures

Key issues to cover:

- Pre-appointment checks

**Identity** – external candidates to provide evidence of identity eg passport etc  
Agency staff also to provide proof of identity

**Academic qualifications-** Proof of qualifications

##### References

- Always taken up
- Always from last employer
- Ask specific questions
- Follow up with phone call if necessary

##### Previous employment history

- Explanations re. gaps – follow up if necessary
- Probing

## **Agenda Item 8**

### **CRB checks**

Who?

Enhanced?

Process for CRB clearance

No contract / appointment until CRB Cleared

Dealing with disclosed offence

List 99

Health

### **Teacher Specific Checks**

GTC

QTS

Induction

### **Overseas Trained Teachers**

If not UK resident – CRB not applicable

Possible to get home police force certificate of good conduct

Extra care in references

Exempt GTC – proposals for OTT to be registered with GTC

### **False Information**

Possible criminal

Defined disciplinary, offence etc

### **What if?**

Nature of offence

Nature of appointment

Age of offence

Frequency of offence

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### The Birchard Report – Training Dates

Preparation Day Monday 18<sup>th</sup> October 10.00 am to 1.00pm

Thursday 4/11/04	1pm to 4pm	Barons Court
Thursday 11/11/04	9.30am to 12.30	Large Hall
Tuesday 16/11/04	1pm to 4pm	Barons Court
Thursday 25/11/04	9.30am to 12.30	Large Hall
Friday 26/11/04	9.30am to 12.30	Large Hall
Friday 3/12/04	9.30am to 12.30	Large Hall
Tuesday 7/12/04	9.30am to 12.30	Barons Court
Thursday 9/12/04	1pm to 4 pm	Large Hall
Thursday 13/01/05	1pm to 4pm	Barons Court
Friday 21/01/05	9.30am to 12.30	Barons Court
Tuesday 25/01/05	9.30am to 12.30 & 1pm to 4pm	Large Hall
Tuesday 1/02/04	9.30am to 12.30	Large Hall
Thursday 24/02/05	9.30am to 12.30	Barons Court
Monday 28/02/05	1pm to 4pm	Barons Court