



London
School
of Jewish
Studies

Safer Recruitment Policy – Teacher Training

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1. Child Protection and Safeguarding Policies

The London School of Jewish Studies (LSJS) Initial Teacher Training (ITT) Child Protection and Safeguarding Policy can be found on the LSJS website [here](#).

Letters inviting candidates to interview include a statement referring to our commitment to safer recruitment.

2. Selection process

Candidates are required to provide a full work/study history. This is scrutinised, and any gaps are followed up by the interview panel.

3. References

All candidates are required to provide two references. All references are checked for a specific statement about the suitability to work with children. This information is recorded.

LSJS check that the references are professional and follow up on any references that seem inconsistent or untrustworthy.

4. Interview process

A variety of tools are included on the interview day including presentation, teaching a lesson (for the School Direct programmes) and a face-to-face interview.

The interview process includes value-based questions and activities which probe for motives, attitudes and behaviours.

Specific safeguarding questions are included during the interview.

5. Compliance

Candidates must provide photographic ID to prove their identity.

All trainees are subject to appropriate pre-selection checks including a Disclosure and Barring Service (DBS) enhanced criminal records check and the children's barred list information. Trainees are checked against the barred list to ensure that candidates are not subject to a prohibition order issued by the Secretary of State.

If trainees have lived or worked outside of the UK, police checks are carried out in the countries that they have worked/resided in – this is done by the schools for employed trainees and by LSJS for non-salaried trainees.

All necessary checks are made regarding the right of a person to work in the UK.

Employed trainees who will work with Year 3 and below complete a Childcare Disqualification form checked by their school and must be confirmed to LSJS. LSJS provides unsalaried trainees with the form when relevant.

Salaried trainees complete a “fitness to teach” questionnaire before the programme commences and confirm completion with LSJS. For unsalaried trainees, LSJS works with Corazon Health to carry out this assessment.

Trainees must have an undergraduate degree from a United Kingdom higher education institution or equivalent qualification and have achieved a standard equivalent to a grade 4 in the GCSE examinations in English and maths (and in a science subject for all Primary courses). Original copies of all certificates must be provided and are checked by LSJS.

6. Safeguarding training

The School Staffing (England) Regulations 2009, which set out what must be recorded on the single central record, requires at least one person conducting an interview to be trained in safer recruitment techniques. At least one interview panel member is safer recruitment trained, and a register is maintained of staff who are safer recruitment trained.

All core ITT staff receive safeguarding training which is updated on a regular basis, including the Head of Initial Teacher Training Programmes and School Direct Primary Programme Managers.

All trainees receive safeguarding training at the start of the course.

All staff and trainees are provided with a current copy of Keeping Children Safe in Education.

Signed on behalf of the LSJS Senior Leadership Team by Paul Gould, Chief
Operation Officer

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