Safer Recruitment Forum

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October 2023

Agenda

Time	Topic	Facilitator
13:00-13:05	Welcome & Introduction	Tara
13:05-13:45	Keeping Children Safe in 'Out of Schools Settings' update – what you need to know about activity providers working with your young people	Tara
13:40-14:00	OOSS – Q&A Session	Tara
14:00-14:30	Undertaking Online Searches	Tara
14:30-14:40	Learning & Development Opportunities Overview	Tara
14:40-15:00	Group Refection & Feedback	Tara

Who are the 'Out of School Settings'?

Tuition companies, individual tutors or learning centres

extracurricular clubs or settings

uniformed youth organisations

open-access youth providers - centre-based and detached youth work

supplementary schools

Private language schools

Religious settings offering education in their own faith

Governing 'out of school settings'...

There is **no single legal framework** that governs how clubs and activities for children operate. Although these settings offer provision for children, their staff members and volunteers are not typically inspected, overseen or assessed by any regulatory organisation.

Non-Statutory guidance…

After-school clubs, tuition and community activities - GOV.UK (www.gov.uk)	
Health & Safety	Safety of environment; H&S policy, risk assessment, fire safety, first aid, parental consent, emergency contacts & medical info.
Safeguarding & Child Protection	Designated person, policy & procedures, training, local referral route, managing allegations about staff, child-on-child issues, radicalisation, online safety, mental health, SEND, managing allegations, lone working, staff behaviour policy
Suitability of Staff & volunteers	Regulated activity status, DBS eligibility, pre-employment checks, obtaining references, ongoing vigilance
Governance	Whistleblowing policy, complaints policy, staff behaviour policy, organisational accountability

DfE OOSS Pilot & Report – Jan 2023

The DfE commissioned an 18-month pilot study in 16 council areas. **Findings** include:

- OOSS have no obligation to notify authorities of their existence
- OOSS have no obligation for 'safe practice'
- Lack of capacity within LAs to manage safeguarding concerns arising from OOSS
- LAs typically lack authority to enter OOSS premises
- DfE OOSS Safeguarding Code of Practice is voluntary – few OOSS or parents aware of its existence
- Common misconception from public that OOSS are regulated by LAs or other bodies

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DfE OOSS Pilot & Report

Recommendations include, exploring ways to:

- Align OOSS to existing practice in schools, childcare etc.

- Register OOSS with the LA or appropriate authorities, responsible for checking basic safeguarding procedures.

- OOSS comply with basic (and repeated) safeguarding checks – DBS, first aid, health & safety, safeguarding policies, etc.

- Increase capacity in LAs to oversee that OOSS are safe, take preventative action, and investigate and record issues.

DfE OOSS Pilot & Report

Recommendations continued...

• Clarify guidance and applicability of 'Working together to safeguard children' and other legislation to make regulations apply to OOSS.

• Establish clear routes into LA teams for concerns from OOSS and implement monitoring processes.

• Improve and effectively disseminate information for parents on using only 'safe' providers.

Assurance for Care Providers…

Schools must comply with KCSIE 2023 by completing appropriate due diligence checks when utilising the services of organisations providing 'out of school activities'

Do you interact with any of these providers?

Thoughts on Safeguarding Guru

Developed by Safeguarding Network, Safeguarding Guru is a membership package for 'out of school settings', providing:

- Self-assessment tool & improvement plans
- Development of policies & procedures
- Safeguarding Assurance Certificate
- Support to understand the role & responsibilities of the designated person
- Staff & volunteer training
- Support to manage safeguarding disclosures and/or concerns (inc. allegations)
- Practice review
- School support – channel for low-level or minor concerns about the organisation

Anything else?

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Online Searches

Online Searches

Do you undertake online searches as part of your pre-appointment checks for staff?

Do you notify the candidate of these?

What searches do you undertake?

What online content would indicate to you that a candidate was unsuitable for the role?

L&D Opportunities

Course Title	Content Overview	Delivery
1 Day Accredited Safer Recruitment (SRC)	Aimed at staff responsible for recruiting staff and managing Disclosure & Barring Service checks and managing issues relating to staff conduct. The session will cover national guidance and best practice for recruiting an appropriate workforce and placing safeguarding at the forefront of the recruitment process.	Face-to-Face/Online **1 x Full day or 2 x Half day**
Half Day Accredited Safer Recruitment Refresher (SCR)	Aimed at recruiting staff who have already completed a full Safer Recruitment course previously. Updates to practice and refresher of key themes and processes.	Face-to-Face/Online **1 x Half day**
Value-Based Interviewing	Aims to develop professional curiosity in exploring applicants' motivations to work with vulnerable groups through confidently developing and implementing "Value Based Questions" into interviews.	Face-to-Face/Online **Half Day**
Responding to "Low-Level Concerns)	Develop understanding of the background & current legislation, Clarify organisation's responsibilities and identify best practice for imbedding with staff/volunteers	Face-to-Face/Online **Half Day**
Building a Safer Culture	Explore ways to create and maintain a "safer culture" within an organisation, ensuring all staff and programme attendees are benefiting from an open and transparent environment where any concerns are heard and appropriately addressed.	Face-to-Face/Online **Half Day**

In your groups...

Reflect on today's forum & identify:

- One thing you have learned
- One thing you will take back to your organisation
- One thing you would like further information on