



## **APPENDIX 1**

### **Bishop Grosseteste University**

#### **Commitment to Safer Recruitment**

---

We are committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. We expect all staff, volunteers, and partners to share this commitment. Our Safer Recruitment policy is designed to ensure that our recruitment practices help deter, reject, or identify people who might abuse or pose a risk to children, young people, or vulnerable adults.

Our Safer Recruitment policy is based on the following principles:

1. Ensuring that all job advertisements and recruitment materials clearly state our commitment to safeguarding.
2. Implementing a rigorous selection process that includes thorough background checks and verification of qualifications and experience.
3. Providing training and support for all staff involved in recruitment to ensure they understand their responsibilities in relation to safeguarding.
4. Ensuring that all new staff receive appropriate induction and training on safeguarding policies and procedures.
5. Regularly reviewing and updating our recruitment policies and procedures to ensure they remain effective and in line with best practices.

Our commitment to safer recruitment practices:

1. All job advertisements will include a statement about our commitment to safeguarding.
2. We use application forms that require candidates to provide a full employment history and explain any gaps in employment.
3. We conduct structured interviews that include questions about safeguarding and the candidate's suitability to work with children, young people, or vulnerable adults.
4. We carry out thorough background checks, including references, verification of qualifications, and Disclosure and Barring Service (DBS) checks where applicable.
5. As part of the reference checks, the form includes a question regarding the candidate's suitability to work with children (if relevant).
6. All new staff receive a comprehensive induction that includes training on our safeguarding policies and procedures.



---

Bishop Grosseteste University,  
Longdales Road,  
Lincoln,  
LN1 3DY

**bgu.ac.uk**

#### Monitoring and Review:

We are committed to continuously improving our Safer Recruitment practices. We will:

1. Regularly review our recruitment policies and procedures to ensure they remain effective and up-to-date.
2. Monitor the implementation of our Safer Recruitment policy through regular audits and feedback from staff involved in recruitment.
3. Provide ongoing training and support to staff involved in recruitment to ensure they are aware of the latest best practices in safeguarding.

@BGULincoln



*BGU is a Company Limited by Guarantee and a Registered Charity.  
Registered in England and Wales, Company Number 11963500.*