

Governor Training Report

Safer Recruitment Training – Bernard Weatherill House: 9th February 2019 (09.00 – 16.00)

This is an accredited course but in order to achieve accreditation you must attend all four sessions in the day and pass the assessment at the end of each session.

Background recommendations to schools from the Bichard Enquiry Report (June 2010)

Recommendation 16:

- Head Teachers and School Governors should receive training on how to ensure that interviews to appoint staff reflect the importance of safeguarding children

Recommendation 17:

- From [a date to be agreed] (2010), no interview panel to appoint staff working in schools and colleges should be convened without at least one member being properly trained.

Outline Objectives

Based on an understanding of offender behaviour to:

- Identify the key features of staff recruitment that help deter or prevent the appointment of unsuitable people;
- Consider policies and practise that minimise opportunities for abuse or ensure its prompt reporting;
- Help participants begin to review their policies and practice in recruitment with a view to creating a safer culture.

Although this is a long day and some may not be able give a Saturday to this training, I found it very worthwhile, having the opportunity to discuss the various activities with other participants. There are on-line accredited courses available (which is the way I did this training previously) but I think I have got more out of this face to face training.

Specific points that I took from the session:

- The ideal that this training should be updated every 3 – 5 years.
- Making sure that when governors say they have read '*Keeping Children Safe in Education 2018*' it has been more than a 'skim read'!! One Board that I belonged to required governors to do a test and submit it. How can we keep this document in the front of our minds??
- As a governor, asking questions to re-assure that the school has evidence that safeguarding training is being put into practice, and that everyone knows when changes are made.
- Asking about the way the senior leaders are ensuring a culture where it is safe for all staff to report concerns,
- To be re-assured that the school is following safer recruitment practices for all appointments
- Making use of 'outsiders'; welcoming them coming in and raising issues and questions about safeguarding. *Everyone has blind spots.*

The day was a good mixture of 'theory', activity, and discussion. I would recommend it to all governors, but suggest you need to have done a *Safeguarding for Governors course* first and have been on an interview panel either as a governor or in another capacity, so that you have a background knowledge to use and build on. Don't be put off by the assessments. Everything is covered in the training, and the assessment is really applying what has been covered in each session.

Sue Powell
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