

Three Counties Academy Trust



Single Central Record (SCR) Policy

#A26

Last updated: 29 September 2022

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Statement of intent

At Three Counties Academy Trust, we are committed to promoting the safety and wellbeing of our staff, pupils, and visitors. Ensuring the safety of our community is of paramount importance and, as a result, this policy has been created to establish a comprehensive safer recruitment procedure to help ensure the safety of pupils at our schools. The maintenance of an SCR is required as part of this process as it provides schools with a record of all pre-employment checks, ensuring staff are safe to work in the Trust and Trust schools.

To ensure the Trust is recruiting suitable individuals for a role, employment checks will be carried out by the Trust Board and the Executive Headteacher, in line with the Trusts Safer Recruitment Policy. The checks will include identity checks, right to work in the UK checks, varying levels of DBS checks depending on the role, as well as checks for staff who have lived or worked outside the UK so that any relevant events that occurred outside the UK can be considered.

This policy outlines the Trusts procedure for maintaining an up-to-date SCR in line with government statutory requirements and guidance.

1. Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Data Protection Act 2018
- The UK General Data Protection Regulation (UK GDPR)
- Freedom of Information Act 2000
- Education Act 2002
- The School Staffing (England) Regulations 2009
- The School Staffing (England) (Amendment) Regulations 2014
- The Education (Pupil Referral Units) (Application of Enactments) (England) Regulations 2007
- The Non-Maintained Special Schools (England) Regulations 2015
- The Education (Independent School Standards) Regulations 2014
- DfE (2021) 'Keeping children safe in education 2021'
- ESFA (2021) 'Academy trust chair suitability checks: guidance for applicants'

This policy operates in conjunction with the following school policies:

- Child Protection and Safeguarding Policy
- Data Protection Policy
- Safer Recruitment Policy

2. Roles and responsibilities

The Trust Board is responsible for:

- Ensuring all prospective members of staff and all employed members of staff have the required level of DBS checks
- Deciding whether any prospective member of staff who holds a criminal conviction is suitable to work within the school
- Informing the LA of any decisions made regarding disclosure of information
- Ensuring the identity of all existing and prospective employees
- Ensuring DBS checks are carried out on all Members of the academy trust, individual Trustees, and the Chair of Trustees
- Ensuring a suitability check is carried out on any new Chair of Trustees

The Executive Headteacher with the assistance of the Executive Leader for Safeguarding and Inclusion is responsible for:

- Maintaining an up-to-date SCR by updating it upon employment of any member of staff, as well as recording the identity and background checks made for other visiting staff to school
- Ensuring any cover teachers, volunteers, contractors and/or any other visiting party to school hold the relevant level of security check, including a DBS check
- Analysing whether any members of staff or returning volunteers, contractors or any other visiting party require an updated DBS check

- Ensuring the Trust obtains legible copies of documentation used to prove workers' right to work in the UK, e.g., a copy of a passport
- Ensuring that documentation evidencing workers' right to work in the UK is up-to-date, especially if visas have an expiry date on them
- Informing the LA of any decisions made regarding DBS and other security checks
- Ensuring that the data stored in the SCR is stored safely
- Acting in accordance with this policy

Trust staff are responsible for:

- Providing accurate and up-to-date information required for the SCR so that they can continue their employment with the Trust
- Informing the Executive Headteacher and Executive Leader for Safeguarding and Inclusion of any changes in personal data or additions that need to be made to the SCR

Volunteers, contractors, and other visiting parties are responsible for:

- Providing accurate and up-to-date information required for the SCR, so that they can continue their employment with the Trust
- Informing the Executive Headteacher and Executive Leader for Safeguarding and Inclusion of any changes in personal data or additions that need to be made to the SCR

3. Contents of an SCR

The SCR will detail checks for the following:

- All staff, including teacher trainees on salaried routes
- All members of the Trust Board
- Agency and third-party supply staff, even if they work for only one day
- All Members, Trustees and Local Governors
- Any other individual likely to work in close proximity to the Trust's pupils

When employing **agency staff** from a third-party organisation, the Trust will obtain written notification that the organisation has carried out all of the relevant checks and obtained the appropriate certificates. This declaration will be included in the SCR along with the date that confirmation was received any enhanced DBS certificate check has been provided in respect of the member of staff.

The Executive Headteacher must ensure that the individual who presents themselves on their first day of employment is the subject of all pre-employment checks.

A copy of photographic identification will be identified.

The SCR will record the following checks:

- An identity check
- A barred list check
- An enhanced DBS check requested/certificate provided

- A teacher prohibition check
- Right to work in the UK check
- Professional qualifications check (for school employees)
- Further checks deemed appropriate on workers who have worked outside the UK to allow relevant events that occurred outside the UK to be considered, e.g., criminal records checks for overseas applicants and a letter from the professional regulating authority in the applicant's country
- A section 128 check for senior leaders

The Trust will maintain a trust-wide SCR, which will detail all checks carried out in each academy within the Trust. The information will be recorded in a way that allows for details for each academy to be provided separately, and without delay, to those entitled to inspect that information.

The SCR will also detail the following information:

- Checks for childcare disqualification
- Checks on volunteers
- Checks on Governors and Trustees
- Safeguarding training dates
- Safer recruitment training dates

The details of an individual will be removed once they no longer work at the Trust.

4. Storage

There will only be **one** copy of the SCR created on an online spreadsheet, which is password protected.

The Trust will only keep copies of DBS certificates if there is a valid reason for doing so and it will not be kept for longer than six months. Staff must always be prepared to present them upon request. When information is destroyed relating to checks, the Trust may keep a record of the fact that vetting was carried out, the result and the recruitment decision.

The Trust will keep a legible copy of employees' evidence for their right to work in the UK, e.g., a copy of their passport in the SCR.

All other documentation used to verify the employee's identity and required qualifications, e.g., photocopied proof of qualifications, will be safely stored in a personnel file.

All certificates will be stored in accordance with the Trusts Data Protection Policy.

5. Monitoring and review

The SCR will be updated after each instance of an individual attending school in an employment or voluntary capacity, or when any variation to the fields on the SCR is required.

The SCR is a live document and will be updated as and when required, e.g., following each safeguarding check. The SCR will also be reviewed monthly by the Executive Headteacher and the Executive Leader for Safeguarding and Inclusion, ensuring all safeguarding checks

are present and up to date. Confirmation of an up-to-date check and that the SCR has been fully maintained and is accurate will be communicated to the Link Trustee for Safeguarding each month. The monthly check will be conducted as close to the first of each month as reasonably possible and the Executive Leader for Safeguarding and Inclusion will keep a record of these communications for audit.

The Trust Board will review this policy annually. Any changes to the policy will be communicated to all relevant stakeholders.

Signed by:

_____	Executive Headteacher	Date: _____
_____	Chair of Trustees	Date: _____