



Frederick Bremer School

Respect, Responsibility, Integrity

Siddeley Road, Walthamstow,
London E17 4EY

Headteacher: Ms Jenny Smith

Website: www.bremer.org.uk

Information Pack

Head of Year



Ofsted
GRADED
GOOD

December
2015

"This is a GOOD School"

Leadership and Management GOOD
Teaching, Learning and Assessment GOOD
Personal development, behaviour and
welfare GOOD
Outcomes for pupils GOOD

Headteacher's Welcome



Welcome to Frederick Bremer School and thank you for taking the time to apply for a position at our vibrant community school. This information pack will provide you with key information to support your application and your understanding of what makes Frederick Bremer School so unique.

Frederick Bremer School is a creative and nurturing school where all staff and pupils are inspired to be 'the very best they can be'. We are judged as a good school across all areas and our SEN provision is outstanding. Our vision and values are central to our practice, and you will need to share our commitment to ensure every pupil is not only academically successful but is also equipped with the skills, qualities and attributes to be a successful 21st century citizen.



The Senior Leadership Team at Frederick Bremer

Equality and diversity are at heart of Frederick Bremer's ethos and values. This is embodied in our curriculum, behaviour policy, pastoral provision and across all areas of the school. Our pupils and staff represent a diverse community and we value and respect everyone's identity.

The well-being of staff and pupils has been central to our school development plan over recent years. All pupils study a bespoke well-being curriculum and school ends at 2.10pm on Friday to promote staff and pupil well-being. Our quality professional development programme caters for staff through every stage of their career and a significant number of our staff have successfully developed into middle and senior leadership roles. We are proud of our high rates of staff retention and the consistently positive feedback we receive from staff feedback.

Our pupils are a pleasure to work with; they are ambitious for themselves and their community. This year the school is celebrating 10 years of community education. We are on an exciting journey of continuous improvement towards outstanding. This is an excellent opportunity for a committed and ambitious individual to make a significant contribution to this journey. We have a very supportive staff and Governing body and great parents. If you are looking to join a school on a rapid trajectory of improvement, while also developing your skills as an outstanding professional, then this will be a rewarding opportunity for you.

We look forward to receiving your application.

Jenny Smith
Headteacher

Michelle Hegarty
Chair of Governors

Role: Head of Year Advertisement



Ofsted December 2015

Required September 2019 Start

Position: Head of Year

Salary: TLR 1a (£7,853) (OLW)

Pupil Roll: 900

Pupil Age range: 11-16 yrs

Co-educational

"The quality of teaching is increasingly strong and pupils are making rapid progress."

"Outcomes in 2015 were the best achieved over the last four years. This placed the school in the top 25% of all schools nationally."

"Pupils enjoy being a part of the strong inclusive school community and have confidence in each other."

We are seeking to appoint a dedicated and passionate Head of Year who will support all pupils in designated year group to 'be the very best they can be' in all aspects of school life. The successful candidate will be responsible for the pastoral care of all pupils in the Year Group, line manage form tutors and ensuring that the tutor programme is well delivered. The successful will lead on planning and resourcing tutor time activities as well as educational visits. Raising standards of students progress and attainment with the year group, and monitor and support student progress.

The candidate will deliver effective and impactful school assemblies with emphasis on Spiritual, Moral, Social and Cultural Understanding. The ideal candidate will have visible presence around the school, support the management system by undertaking school duties as required. The ideal candidate will have relevant experience working with pupils in pastoral capacity, the ability to take firm decisions and work calmly under pressure whilst being a caring, considerate and respectful to all.

The school was rated good in all areas by Ofsted in 2015 and we are on a trajectory of continuous improvement. We are committed to high quality learning and teaching for all pupils, ensuring all pupils make rapid progress regardless of their starting point. The successful candidate will join an experienced and successful science team committed to collaborative working. Frederick Bremer is a popular and over-subscribed school which enjoys excellent state of the art facilities in a new building.

Equal opportunities are at the heart of how we operate at Frederick Bremer. We have a diverse staff body whose identities are respected and valued. We are always seeking to add to the diversity of our staff and we actively welcome applicants who identify as BAME or other minority groups. We also welcome applicants who identify with one or more of the protected characteristics of the 2010 Equalities Act. We have range of strategies to promote staff well-being including a new bespoke well-being curriculum for all pupils. Diversity and equality are central to our values at Frederick Bremer. We also offer opportunities for flexible and part time work arrangements.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Offer of a position is subject to receiving satisfactory references and an Enhanced DBS Clearance

For more information and an application pack please see our website www.bremer.org.uk or contact Nosheen Niazi on 020 8498 3312 or email recruitment@bremer.waltham.sch.uk. If you would like to visit the school before submitting your application please contact us.

Completed application forms should be returned or emailed to recruitment@bremer.waltham.sch.uk by 12pm on Friday 8th March 2019. Interviews to be held during the week commencing 14th March 2019

About Frederick Bremer School



Community School

Our school is truly representative of our local community Walthamstow community. We are incredibly diverse, and no ethnic group is more than 18% of the school population. Over 50% of pupils are eligible for Pupil Premium, and we have all socio-economic groups of the local area represented. We have two thirds boys to girls (the impact of 3 girls' schools in the Authority), but girls thrive academically and socially at our school.



Pupil Progress

Pupils at Frederick Bremer make progress above the national average and we have many alumni pupils who have attended top universities. We are responsive to our assessment data; intervention and bespoke support are a key strength of our school. Science, English, Sociology and Citizenship were some of our highest performing subjects in our 2018 GCSE results.

Creativity

We have a unique creative curriculum encompassing our MISST Music School, creativity skills, drama and fine art. Every Y7 and Y8 pupil is provided with an instrument.



Teaching & Learning

Our pupils are taught by subject specialists in mixed ability teaching groups (apart from maths). Lessons are planned collaboratively in departments to ensure stretch and challenge for all pupils. Our SEN and Autism provision provides outstanding support and facilities for pupils with a wide range of learning, emotional and behavioural needs. We have a start of the art library and six computer classrooms. We embrace technology as a platform to promote learning for the 21st Century.

Behaviour & Pastoral

At Frederick Bremer every pupil is individually known and nurtured. Our behaviour system is consistent, transparent, firm and fair. We encourage pupils to take ownership for their own behaviour and to be reflective when they fall short of our expectations. Our pastoral curriculum is highly innovative and is delivered through weekly well-being workshops, PSHE lessons, tutor time and assemblies.



Pupil Leadership

We offer several distinctive pupil leadership pathways: Head Students, Prefects, Pupil Parliament, Youth Health Champions, Sports Leaders, LGBT Pride Youth Network and Peer Mentors. This varied leadership offer enables a diverse range of pupils to become pupil leaders and make positive contributions to the school and the community.

Our Ethos and Values

We are values driven school and all our staff and pupils are expected to embody these values in every aspect of school life



Frederick Bremer School - An Outstanding Community

where we all **share** and model our values of 'Respect, Responsibility and Integrity' and are always 'the best we can be'

Together we all



Together we all

Frederick Bremer School Expectations

Because we challenge, care and commit:

1. **Learning** comes first
2. **Respect** yourself and respect each other, and use only positive language
3. **Follow instructions** of all staff at once, and at all times
4. **Be on time:** learning starts within **90 seconds** of the bell
5. Move around the school **purposefully, safely** and **quietly:** keep hands, feet, and objects to yourself

Reasons to work for us

What makes Frederick Bremer a unique place to work?



Diversity and Equality

Our staff body reflects the religious and ethnic diversity of our community. We employ staff with diverse skills and backgrounds and this ensures that our policies and system are always inclusive of all our stakeholders. We value and respect everyone's identity and our equalities statement confirming our commitment to the 2010 Equalities Act. We have gender neutral toilets for staff and pupils, alongside a gender neutral school uniform. We are proud to have been awarded the Stonewall Bronze award in recognition of our work and impact in LBTTQ+ equalities and tackling school based homophobia and transphobia.

Curious and talented pupils

We actively work to develop pupils' ability to think critically and to challenge stereotypes and misconceptions. Our pupils have a strong sense of social justice and have been finalists in the Jack Petchey Speak Out Challenge. We have some of the most talented musicians in the borough at our school. Our pupils regularly perform in prestigious London venues and every year we have a school production that not only celebrates the talent of our pupils, but also fosters vertical friendships and strong sense of relatedness to our school values.

Outstanding SEN and Autism Provision

Our SEN and Autism Provision has acclaimed status in Waltham Forest. It has been rated as outstanding by external reviews. We are able to meet the needs of pupils with visual impairments and significant mobility restrictions. Pupils who are supported in our SEN provision are fully included in all mainstreams lessons with the support of skilled Teaching Assistants. The SEN provision is a vibrant and nurturing hub for SEN pupil at lunch and break times and before and after school.

Well-being

Staff and pupil well-being is high on the agenda at Frederick Bremer. We value the hard work and dedication of all our staff and have several staff recognition and reward opportunities. School closes at 2.10pm on a Friday, which gives our staff and pupil an early start to their weekend. All our pupils participate in a weekly well-being curriculum, which all staff participate in delivering. We regularly conduct stay meetings to ensure that we are meeting the

Flexible and part-time work arrangements

We understand the challenges of being a working parent/carer. We are open to requests for part-time and flexible working arrangements and do our best to accommodate requests

Professional Development

Our professional development is tailored to meet the needs of staff at each stage of their career. We have bespoke in house programme which comprises of coaching, developing leadership and NQT/Teach First/School's Direct programme. We also are privileged to participate in high quality training programmes within the Seven Kings Teaching School's Alliance. We are known for our first class at support and development of trainee teachers and teachers in the early stages of their career. Many of our staff have secured middle and senior leaders positions because of training and development opportunities at Frederick Bremer.

What do our staff say about working at Frederick Bremer?



Frederick Bremer puts creativity and vision at the heart of everything it does as a school. As a member of staff here I have truly felt that this innovative way of working has allowed me to progress in my career rapidly and with full support. The curriculum is inventive and holistic and takes into account the wellbeing and needs of the pupils, the staff and the wider community.



Head of Creative Curriculum

As someone who believes in inclusion it is fantastic working in a school that teaches students about the subject and allows students to feel safe to express themselves. The school has an LGBT+ club, a BAME club and I work within our fantastic SEN department. I'm proud to work in an establishment that recognises: 'It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.' We ensure all can be proud of their differences

I have been able to develop professionally because of the support and trust placed in me. Career and professional development is a key area at this school. Whether you want to develop within the area you are currently working or move into a new area everyone is given an opportunity to progress. I wouldn't be where I am today without Bremer. Working here has provided me with that key commodity that working parents lack; time with their child[ren].



I love

working at Frederick Bremer because this is a school that really helps teachers to develop. I love teaching pupils who love to learn, try their best, and are extremely personable and positive. I love working in a richly diverse school who care and place an emphasis on teacher well-being and who are hugely supportive with my career

I started here as a temporary receptionist nearly 7 years ago and am now an admin team leader, line managing reception. I love working at Frederick Bremer because I feel valued and have had great career development over the years, having learnt so much. Working with a brilliant group of people has always been a bonus too!



I love working at Frederick Bremer because staff and students can be exactly who they are. Diversity and Equality are high on the agenda and pupils are seen as more than statistics on a league table

Senior Assistant Headteacher

Having trained to teach at Bremer, I have continued to work and develop here for the past 4 years. Bremer's diversity and inclusion are two aspects of our community I like the most. Our students have creativity, character and drive, which makes my job enjoyable. The school has provided me with opportunities to develop my own practice, and as a result I run our new whole school Wellbeing Curriculum. No other local school addresses student wellbeing in this way, and it's exciting to be at the forefront of delivering this new initiative.



Frederick Bremer has given me the skills to be a successful and impactful leader. All the staff here are optimistic, supportive and always ready to go the extra-mile. Each and every pupil is known individually by staff and this supports their development and progress in every way. I am proud to work in a school that has done so much positive work to promote LGBT+ equality and well-being and equality for all staff and pupils.

I have worked at Frederick Bremer for 7 years now, including 6 years as Head of MFL. The main reason I have stayed here so long is because of the amazing students and the cohesion of the staff. I love working in such a diverse community. Everyone gets on and supports each other. You only have to spend 5 minutes in the building to sense what a community feel it has to it. Students from different backgrounds and year groups all play happily side by side every day. Without the support of senior management and friendly colleagues, this job can be tough. As a working mum, I have been fully supported and even after taking a year of maternity leave off, management have been supportive in continuing to develop me professionally.



My job gives me the opportunity to have a positive impact on people's lives and make a difference every day. I go home and I know I made a real difference. I am proud to say I work at Frederick Bremer School and am honoured to still be a part of the family after 10 years. Being a part of Bremer keeps me smiling which is good for my soul and my psychological wellbeing. I love that I'm encouraged to try new things out and be innovative through professional development.



How to Apply for this Position



We hope that you have enjoyed reading our recruitment pack and that you are now ready to apply for this post. To apply please complete the enclosed application form. Your completed application form should include a personal statement, which explains how you meet the criteria in the person specification.

Closing Date: 9am on Monday 8th March

Interviews: Week Commencing – 14th March 2019

Completed application forms should be returned in electronic format to:
recruitment@bremer.waltham.sch.uk

If you would prefer to submit a paper application form, please return to:

Nosheen Niazi

Recruitment Co-ordinator,

Frederick Bremer School, Siddeley Road,

Walthamstow,

London E17 4EY

Job Description: Head of Year



Job Title: Head of Year	Salary range: TLR 1a (£7,853)	Hours: Full Time
Line managing (direct): Form Tutors	Reporting to: <ul style="list-style-type: none"> Assistant Headteacher 	

Job Purpose:

- To ensure that pupils in the designated year group are supported to 'be the very best they can be' in all aspects of school life
- That the standards in the year show high levels of engagement and success in school (as measured in performance data, high attendance and low levels of internal/external exclusions)
- Compliant with all the school's policies and systems
- Ensures that the school's vision and values is at the heart of all actions across the team

Specific responsibilities for all teachers

Area	Relevant Standards	Band 1 Early Years Teacher	Band 2 Ac-complished Teacher	Band 3 Expert Teacher 'Significant and Sustained Contribution to school'
PROFESSIONAL PRACTICE		M1 M2 M3	M4 M5 M6	U1 U2 U3
	1.1(1);1.2(2,3,5) 1.3 (1,3) 1.4 (1,2,3) 1.5 all (1,2,3) 1.6 (1) 1.7 (1,2,3) 1.8 (3) 2.1 (2,4) Preamble	Many – but not all – aspects of teaching over time are good	All aspects of teaching over time are good	Many aspects of teaching over time are outstanding
PROFESSIONAL OUTCOMES	1.1(2) 1.2(1,2,3) 1.5(1) 1.6 (3,4) Preamble	With appropriate additional support, most pupils progress in line with school expectations	Most pupils progress in line with school expectations without additional support	Significant numbers of pupils exceed school expectations
PROFESSIONAL RELATIONSHIPS	1.1(1) 1.6(4) 1.7(4) 1.8(2,3,5) 2.1 (1,3,4) Preamble	Positive working relationships established with pupils, colleagues and parents	These working relationships result in good progress by all groups of pupils and productive sharing of professional practice with others.	Working relationships with colleagues are characterised by an enthusiastic commitment to helping them overcome professional challenges
PROFESSIONAL DEVELOPMENT	1.2(4,5) 1.3(1,2,4,5) 1.4 (5) 1.5(2,3,4) 1.6(1) 1.8(4) 2.1(2) 2.3 Preamble	Develops professional practice in line with advice from more experienced colleagues	Takes a proactive role in identifying areas for professional development and accessing advice	Proactively leads the professional development of others in a way which leads to improved outcomes for pupils
PROFESSIONAL CONDUCT	1.1(3) 1.7(1) 1.8(1) 2.1(all) 2.2 2.3 Preamble	Meets the standards for professional conduct set out in the Teachers' Standards	Meets the standards for professional conduct set out in the Teachers' Standards	Meets the standards for professional conduct set out in the Teachers' Standards

Job Description: Head of Year



Specific Responsibilities for all teachers - to ensure professional practice becomes high performing across all strands by

<p>Leadership and Management</p>	<ul style="list-style-type: none"> • line managing tutors, and ensuring that the tutor programme is well delivered • Delivering effective and impactful whole school assemblies • Raising standards of student progress and attainment within the year group, and to monitor and support student progress • Interpreting data for the year group to assess student progress and attainment put necessary actions in place including developing a clear action plan/review after each data drop and disseminating this to Line Managers • Monitoring, intervening and leading on attendance and punctuality strategies within the year group • To lead and initiate intervention strategies for pupils whose progress is affected by social issues via the referral processes • Implementing the Schools Vision and Improvement Plan through the development of the Year Team Improvement Plan (YIP) • Planning and implementing an effective self-evaluation programme across the year group including learning walks, pupil voice, book looks • Producing an annual report to the Headteacher and Governors which includes (i) End of Year Progress and data report (ii) Year Self Evaluation Report (iii) Year Improvement Plan • Line managing form tutors within the Year Team • Leading year team meetings • Ensuring all tutors participate in the appraisal process, and contribute in setting appraisal targets linked with their pastoral role • Ensuring that all tutors within the year team effectively implement school policies and procedures • Supporting, developing and enhancing the tutoring practice of all others working within the year team • To lead strategies increase parental engagement • Contributing to an annual report to the Headteacher and Governors which includes (i) exam and end of Key Year Analysis (ii) Departmental Self Evaluation Report (iii) Department Improvement Plans • Leading Educational Visits to support the year Group • Developing links with Primary Schools during transition • To ensure that successes within the year group are recognised and promoted in school marketing
<p>Teaching and Learning</p>	<ul style="list-style-type: none"> • Leading on planning and resourcing tutor time activities within an identified Scheme of Work • Promoting literacy through a year group approach – this will include Accelerated Reader for Year 7 and 8, and revision skills in 9,10 and 11 • Leading the assembly programme with an emphasis on SMSC (Spiritual, Moral, Social and Cultural Understanding)

Job Description: Head of Year



Behaviour, Ethos and Safety	<ul style="list-style-type: none"> • Having a visible presence around the school during the day, and supporting with movement around the school • Supporting the management systems of the school by undertaking duties in line with the role, including before and after school duties (one day per week) and being part of the on call rota • Monitoring and delivering effective behavioural responses • To lead on the rewards strategy for your year group • Liaising with Inclusion Services including attending relevant meetings (such as the Vulnerable Student Meetings) to ensure students' needs are met either within the school or with the support of outside agencies • Referring students to relevant staff such as the Home School worker or SENCO when appropriate • Managing the process of PSPs for students in liaison with the Behaviour Support Manager • Engaging with external services where required • Ensuring that behaviour is monitored and strategies implemented across the department • Lead a high vigilant approach to safeguarding across the year group
Progress and Outcomes	<ul style="list-style-type: none"> • Being responsible for monitoring progress and outcomes across the year group, and lead intervention strategies where required • Monitoring progress by key groups, and ensuring strategies are in place to ensure gaps are closed • To be responsible for Health and Safety within the year group area, including Fire Evacuation
Other	<ul style="list-style-type: none"> • Carrying out other duties which the Headteacher may request
	<p><i>This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the school in relation to the post holder's professional responsibilities and duties.</i></p>

Person Specification: Head of Year



Qualified Teacher Status in relevant subject	Desirable
Good honours degree in related subject	Essential
Further professional qualifications	Desirable
Evidence of recent professional development	Essential
Experience of intervention strategies in improving school attendance, behaviour, engagement	Desirable
Understanding of a range of social contexts which can prevent a child achieving at school	Essential
Experience of dealing with a range of external educational support agencies (e.g. EWO, School Nurse, PSP processes)	Desirable
Relevant, recent experience of teaching or working in an 11-16 or 11-18 school in a pastoral capacity	Essential
Successful track record in implementing strategies raise achievement beyond the classroom	Desirable
Proven record as a teacher whose students reach high standards	Desirable
Proven record as a good/outstanding teacher	Desirable
Proven record of leading effective professional development	Desirable
Capacity and enthusiasm for hard work	Essential
Able to work as part of a team whilst also being self-motivated	Essential
Emotional intelligence and ability to use appropriate leadership style	Essential
Ability to work calmly under pressure and maintain a positive and optimistic attitude	Essential
Ability to manage and resolve underperformance	Desirable
High organisational skills including the ability to prioritise and manage time effectively	Desirable
Ability to think strategically, analytically and creatively and demonstrate initiative in solving problems	Desirable
High level of communication, presentation and literacy skills	Essential
Ability to take firm decisions, and take responsibility for decisions	Essential
An absolute commitment to the belief that every child deserves the very best education	Essential
Ability to inspire, challenge, influence and motivate others	Desirable
A passion for the values of community education	Desirable
Reliability, honesty and trustworthiness, demonstrating the highest professional standards	Essential
A caring, considerate and respectful leader	Essential
An understanding of child protection and safeguarding	Essential
An understanding of e-safety, and strategies to encourage safe practice for pupils	Essential

Person Specification: Head of Year



An understanding of the strategies for ensuring inclusion, diversity and access	Desirable
Experience of effective school evaluation	Desirable
An understanding of current national agenda developments	Desirable
A knowledge and understanding of the current OFSTED framework	Desirable
A thorough understanding of the expectations and demands of the new GCSEs	Essential

Other Requirements			
A commitment to on-going personal development and willingness to undertake appropriate training	✓		A/I
Appointment to the post is subject to a satisfactory enhanced DBS check	✓		A
This post is exempt from section 4(2) of the Rehabilitation of Offenders Act, 1974, as the duties give you access to persons who are under the age of 18. Applicants are not entitled to withhold information about convictions, which would be regarded as spent for other purposes.	✓		A

Safeguarding and Legal Documentation



Safeguarding Summary



This summary sheet is for all staff working, volunteering or officially visiting the school including those on supply or other short contracts (even if for only a day). Ensuring such staff read this sheet contributes to the school's commitment to safeguarding and promoting the welfare of pupils. All of us should aim to proactively safeguard and promote the welfare of children so that the need for action to protect children from harm is reduced.

We are committed to embedding a culture of vigilance in everything we do.

As an adult in this school you have a duty of care towards all pupils. This means you should act at all times in a way that is consistent with their safety and welfare. Be alert to signs and indicators of possible abuse (a checklist is available from Reception as part of the Safeguarding Policy and summarised below). If you have a concern about a child, particularly if you think s/he may be suffering or at risk of suffering harm, it is your responsibility to share the information promptly with the Designated Member of Staff for Child Protection (Ben Lyon) or the Deputy Lead (Deborah Davies). In the absence of a designated member of staff you should report to the Head teacher (Jenny Smith).

The following is not an exhaustive list but you might become concerned as a result of:

- seeing a physical injury which you believe to be non-accidental
- observing something in the appearance of a pupil which leads you to think his/her needs are being neglected
- witnessing behaviour which gives rise to concern
- a pupil telling you that s/he has been subjected to some form of abuse

In any of these circumstances you should write down what you observed or heard, date and sign the account and give it to the designated teacher.

If a pupil talks to you about (discloses) abuse you should:

- Stay calm
- Do not communicate shock, anger or embarrassment
- Reassure the child. Tell him you are pleased that he is speaking to you
- Never enter into a pact of secrecy with the child. Assure him that you will try to help but let the child know that you will have to tell other people in order to do this. State who this will be and why.
- Tell her/him that you believe them. Children very rarely lie about abuse; but he may have tried to tell others and not been heard or believed
- Tell the child that it is not his fault.
- Encourage the child to talk but do not ask "leading questions" or press for information
- Listen and remember
- Check that you have understood correctly what the child is trying to tell you
- Praise the child for telling you. Communicate that s/he has a right to be safe and protected
- Do not tell the child that what he experienced is dirty, naughty or bad
- It is inappropriate to make any comments about the alleged offender
- Be aware that the child may retract what s/he has told you. It is essential to record all you have heard
- At the end of the conversation, tell the child again who you are going to tell and why that person or those people need to know.

You are not expected to make a judgement about whether the child is telling the truth. If the behaviour of another adult in the school gives rise to concern you should report it to the Head teacher.

Remember: share any concerns, don't keep them to yourself.

Policy Statement on Recruiting Ex-Offenders And Safekeeping of Disclosures

The policy objective of London Borough of Waltham Forest on disclosure information is:

- To ensure that disclosure information is used fairly in the recruitment process to prevent discrimination against **staff, volunteers, service users, potential employees and ex-offenders** on the basis of conviction or other details.
- To maximise the protection for children in Waltham Forest schools and other vulnerable people against those who might wish to harm them.

To achieve our policy objectives and to comply with the Disclosure and Barring Service (DBS) Code of Practice under Section 122 of the Police Act 1997, London Borough of Waltham Forest, as a Registered Umbrella Body for Disclosure, undertakes to implement the following general provisions.

General Provisions on Disclosure Policy

1. Recruitment Process

London Borough of Waltham Forest will carry out risk assessments for each position and encourage managers to adopt an open mind in recruitment decisions. In making recruitment decisions our managers will:

- Assess the nature and relevance of the offence, the potential risks involved in employing the offender, and how these could be sensibly and effectively managed.
- Focus on a person's abilities, skills, experience and qualifications.
- Consider the nature of the conviction and its relevance to the job in question.
- Identify the risks to our business, customers, clients and employees.
- Recognise that having a criminal record does not always mean a lack of skills,
- Note that high-quality training, leading to qualifications is available in prison
- State the level of Disclosure applicable to any posts that requires a Disclosure
- Discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.
- Ensure that where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. We request that this information is sent under separate, confidential cover, to a designated person within your school and we guarantee that this information will only be seen by those who need to see it as part of the recruitment process.
- Only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974, unless the nature of the position allows London Borough of Waltham Forest to ask questions about your entire criminal record.

- Include in application forms or accompanying materials a statement to the effect that a criminal record will not necessarily be a bar to obtaining a position. Where a Disclosure is required, all application forms, job adverts and recruitment briefs will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

2. Recruitment of Ex- Offenders

Unless the nature of the work demands it, ex-offenders will not be asked to disclose any convictions 'spent' under the Rehabilitation of Offenders Act 1974. Having an 'unspent' conviction will not necessarily bar an individual from employment. This will depend on the circumstances and background of the offence(s).

London Borough of Waltham Forest meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, therefore all applicants for positions of trust who are offered employment will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands or final warnings, as well as convictions.

3. Declaration of Convictions

Applicants will be actively encouraged to declare any convictions, or any other information that may be relevant, at an early stage in the recruitment process. **Failure to declare a conviction, caution or bind-over may, however, disqualify an applicant from appointment, or result in summary dismissal if the discrepancy comes to light.**

4. Training

We ensure that all those in London Borough of Waltham Forest who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.

5. Storage & Access

Disclosure information is never kept on an applicant's personnel file and is always kept separately and securely, in lockable, non-portable, storage containers with access strictly controlled and limited to those who are entitled to see it as part of their duties.

Documents are kept in lockable and non-portable storage containers. Keys or combinations for such storage units are **only** available to named individuals. Access to rooms containing storage containers are restricted to staff engaged in recruitment work.

No photocopy or other image of the Disclosure is retained, nor is any copy of the contents made or kept. However, records will be kept of the date of a Disclosure, the name of the applicant, the type of Disclosure, the post in question, the unique number issued by the Bureau and the recruitment decision taken, as well as a written record of the names to whom disclosure information has been revealed.

6. Handling

In accordance with section 124 of the Police Act 1997, Disclosure information is only passed to those who are authorised to receive it in the course of their duties. We maintain a record of all those to whom Disclosures or Disclosure information has been revealed and we recognise that it is a criminal offence to pass this information to anyone who is not entitled to receive it.

There may be circumstances where a recipient of Disclosure information is asked to reveal details of a Disclosure to a third party in connection with legal proceedings for example, in a case submitted to an Employment Tribunal. In such instances London Borough of Waltham Forest will inform the Bureau of any such request **immediately and prior** to the release of any information.

7. Usage

Disclosure information is only used for the specific purpose for which it was requested and for which the applicant's full consent has been given.

8. Retention

Once a recruitment (or other relevant) decision has been made, Disclosure information is kept for a period of up to six months, to allow for the consideration and resolution of any disputes or complaints.

If, in very exceptional circumstances, it is considered necessary to keep Disclosure information for longer than six months, we will consult the DBS about this and will give full consideration to the Data Protection and Human Rights of the individual subject before doing so.

London Borough of Waltham Forest will not keep any photocopy or other image of the Disclosure or any copy or representation of the contents of a Disclosure. However, we will retain the top part of the Disclosure certificate as proof of having received the document once the six-month retention period has elapsed. This contains the details of the applicant along with a reference number known to the DBS, but does not contain details of any convictions. (*References in this section to Disclosures include relevant non-conviction information supplied by the police but not included on Disclosures.*)

9. Disposal

Once the retention period has elapsed, we will ensure that any Disclosure information is immediately destroyed by secure means, i.e. by shredding, pulping or burning. While awaiting destruction, Disclosure information will not be kept in any insecure receptacle (e.g. waste bin or confidential waste sack).

10. Lost Disclosures

If Disclosure information (or information contained within the Disclosure) is lost, the Bureau will be informed immediately. The Bureau will consider whether to issue a replacement, if this is requested.

11. Availability of Policy

A copy of London Borough of Waltham Forest's Policy on employing people with criminal records is included in recruitment material. We make every subject of disclosure aware of the existence of London Borough of Waltham Forest's full disclosure policy and handling of disclosures and the DBS code of practice. These will be made available to staff, potential employees and service users on request.

12. Assurance checks

London Borough of Waltham Forest will implement internal audit checks on the disclosure process and co-operate with the Disclosure and Barring Service in respect of any compliance enquiries and related matters.



Frederick Bremer School

Be the best you can be

Equalities Objectives 2018-2020

Equalities Statement

At Frederick Bremer School equal opportunities are central to our school ethos and values. We expect all pupils and staff to challenge and act upon racism, sexism, homophobia and all other forms of prejudice, discrimination, including bullying. We are pro-active in promoting inclusion, diversity and mutual respect through policy, assemblies, the curriculum and events throughout the year.

We ensure that our school policy and practices reflect The Equality Act, which came into effect in October 2010. The act aims to promote a fair and more equal society and to protect individuals from unfair treatment. Nine characteristics are protected under the Act. These protected characteristics are: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation. We must consider how our activities affect the people who share the protected characteristics and publish information to show how our activities:

1. **Eliminate unlawful discrimination**, harassment and victimisation
2. **Improve equality of opportunity** between people with protected characteristics and those who do not
3. **Foster good relations** between people who share a protected characteristic and those who do not

Our Equality Objectives 2018-2020:

- 1) To identify and then actively address gaps in pupils' academic achievement and participation in extra-curricular activities, in particular: disadvantaged pupils, pupils with special educational needs, looked after pupils and pupils from different heritage groups
- 2) To ensure that our curriculum and teaching challenges racism, religious prejudice, homophobia, transphobia and sexism and promotes mutual respect and equality.
- 3) To actively ensure that we engage stakeholders in developing equalities best practice, policy and provision in the work place so that all staff and pupils feel represented and included in our school community.

Please refer to our Equalities Policy for further information