

Subject:

Child Protection: Training Requirement for School Governors on Staff Recruitment and Selection Panels

**Circular Number:
2006/8**

**Date of Issue:
3 March 2006**

Audience:

- Principals and Boards of Governors of all grant-aided schools;
- Education and Library Boards;
- Council for Catholic Maintained Schools;
- Association of Governing Bodies of Voluntary Grammar Schools;
- Northern Ireland Council for Integrated Education;
- Comhairle na Gaelscolaíochta; and
- Teachers' Unions; and
- NIPSA, UNISON.

Summary of Contents:

This Circular advises that from 1 September 2006 at least one school governor serving on an interview panel or committee established for the purpose of recruiting or selecting staff for appointment to a school should be trained in "Child Protection and Recruitment and Selection".

Enquiries:

Any enquiries about the contents of this Circular should be addressed to:

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**Governor Awareness:
Essential**

**Status of Contents:
Action Required
Information for Schools**

Related Documents:
Child Protection Circulars
2006/06, 2006/07 &
2006/09

Superseded Documents:
None
Expiry Date:
None

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Introduction

1. The Protection of Children and Vulnerable Adults (NI) Order 2003, which came into effect on 1 April 2005, makes it an offence to knowingly employ a person who is considered to be unsuitable to work with children and young people. Ministers have been considering proposals for further action to strengthen the arrangements for the protection of children.

Training Requirement for School Governors Serving on Staff Selection Panels

2. The Bichard Report on child protection issues recommends that Principals and school governors should be trained to ensure that recruitment processes take into account the importance of child protection. In particular, it recommends that at least one member of each staff recruitment and selection interview panel should have received appropriate training in child protection issues.

Effective Date of Training Requirement

3. It will be a requirement effective from 1 September 2006 that at least one governor on every school staff recruitment and selection interview panel should be trained in recruitment and selection including child protection issues. It is already established good practice that only governors with appropriate training in recruitment and selection generally should serve on panels. The education and library boards make arrangements for governor training in these matters.

4. All schools especially those with large staffing complements should therefore ensure that they will have a sufficient number of suitably trained governors available to serve on staff recruitment and selection interview panels with effect from 1 September 2006. In preparation for this, schools should notify their local education and library board as soon as possible regarding the number of governors who require training which will specifically include the area of child protection. The education and library board contact officers are:

Name	Board Area	Telephone
Herbie Artt	Belfast	02890564107
Rosemary Nichol	North-Eastern	02894482200
Samantha Hegarty	South-Eastern	02890566424
Lorraine Livingstone	Southern	02837512504
Angela McDermott	Western	02882411291

5. Finally, the Education and Training Inspectorate has determined that with effect from 1st September 2006, school inspections will include an assessment of the procedures for staff recruitment and selection.

BRIAN HILL