




“I have come in order that you might have life – life in all its fullness.”
John 10:10

Safer School Recruitment Policy

“The welfare of the child is paramount.”
Children Act 1989

Policy accepted by FGB on:	<i>16/10/2017</i>
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Signed (Chair of Governors):	
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SAFER SCHOOL RECRUITMENT POLICY

1. Rationale

Christ Church C of E First School is committed to Safeguarding and promoting the welfare of children and young people. We aim to “create a culture of safe recruitment and, as part of that, adopt recruitment procedures that help deter, reject or identify people who might abuse children” (see Section 3, paragraph 86 of *Keeping children safe in education*, DfE, Sept 2016, p. 22).

All Christ Church staff and volunteers are expected to share this commitment and to be familiar with the practice and procedures set out in our school Child Protection and Safeguarding Policy.

We will take all reasonable steps to guard against employing people who might harm children. Safeguarding children is a priority and incorporating Safeguarding measures into the recruitment and vetting process is essential.

We recognise the value of, and seek to achieve a diverse workforce which includes people from different backgrounds with different skills and abilities. The school is committed to ensuring that the recruitment and selection of all who work within the school is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity in line with our school Equal Opportunities Policy.

All posts within school are exempt from the Rehabilitation of Offenders Act 1974 and therefore all applicants will be required to declare spent and unspent convictions, cautions and bind overs, including those regarded as spent, and have an enhanced Disclosure and Barring Service (DBS) check.

The school is committed to ensuring people who have been convicted are treated fairly and given every opportunity to establish their suitability for positions. Having a criminal record will not necessarily be a bar to obtaining a position.

2. Policy aims

This policy aims to:

- set out our philosophy of safer recruitment;
- ensure that the recruitment of staff is done equitably and robustly;
- ensure that there is a rigorous process of vetting for appointments; and
- ensure that the safety of children is at the heart of all appointments to the school.

3. Our philosophy

At Christ Church C of E First School, we adopt a culture of collective responsibility.

Everybody is concerned with the safety and well-being of the children in our care. We accept that whistleblowing is part of our responsibility. Anybody could be a potential abuser and, therefore, if a member of staff has concerns then this must be reported to the Headteacher, Chair of Governors or the Local Authority Designated Officer (LADO).

4. The recruitment and vetting process

- Recruitment advertising must contain a safer recruitment statement.
- The job description must be clear.
- The person specification must include Child Protection duties.
- Written references must be taken up before interview.
- Interviewers will have undertaken “Safer Recruitment” training.
- The interview process is conducted by at least two senior members of staff, at least one of whom has been trained in safe recruitment practices.
- Gathering information and carrying out checks on a candidate is followed in every case.
- The candidate’s suitability to work with children is explored at interview.
- Appointments will only be confirmed after all checks have been completed satisfactorily.
- All staff will receive induction, training and a mentor.

4.1 Candidate information

All potential and actual applicants will receive the same information:

- job specification, i.e. current duties and responsibilities of the particular post;
- person specification, i.e. selection criteria for the particular post;
- salary range and/or starting salary;
- closing date; and
- interview date.

4.2 Shortlisting

Shortlisting will take place against the job and person specifications.

4.2.1 Shortlisting for a senior leadership post

For a senior leadership post (e.g. Headteacher, Deputy Head, Assistant Head and School Business Manager) shortlisting will be conducted by:

- two or more members of the Senior Leadership Team (SLT) (one of whom should be the Headteacher); and
- two or more governors (one of whom will be the Chair of the Governing Body or Chair of the Personnel and Welfare subcommittee).

4.2.2 Shortlisting for all other posts

For all other posts (e.g. teachers, administrators, cleaners and site-management) shortlisting will be carried out by:

- the School Business Manager; and
- two members of the SLT (one of whom should be the Headteacher).

4.3 Interview panels

At least one member of the panel will have undertaken “Safer Recruitment” training with the NSPCC.

All selection panels will keep written notes on each applicant, recording reasons for decisions taken.

The principal adviser for appointments (whether paid or voluntary) is the Headteacher.

4.3.1 Interviewing for a senior leadership post

For a senior leadership post (e.g. Headteacher, Deputy Head, Assistant Head and School Business Manager) the interview panel will include:

- two or more members of the SLT (one of whom should be the Headteacher, unless it is the Headteacher post which is being interviewed for); and
- two or more governors (one of whom will be the Chair of the Governing Body or Chair of the Personnel and Welfare subcommittee).

4.3.2 Interviewing for a class-based teaching and learning post

For all class-based teaching and learning posts (e.g. teachers, learning support assistants, nursery nurses) the interview panel will include:

- one or more members of the SLT (one of whom may be the Headteacher); and
- one or more governors (one of whom may be the Chair of the Governing Body or Chair of the Personnel and Welfare subcommittee).

4.3.3 Interviewing for a non-class-based post

For all non-class-based posts (e.g. cleaners, site-managers, clerks and administrators) the interview panel will include:

- the Business Manager and/or one or more members of the SLT (one of whom may be the Headteacher); and
- one or more governors (one of whom may be the Chair of the Governing Body or Chair of the Personnel and Welfare subcommittee).

4.3.4 Interviewing for a volunteer post

For all volunteer posts (whatever the role) the interview panel will include:

- the Business Manager; and
- one or more members of the SLT (one of whom may be the Headteacher).

4.4 Taking up references

References will be taken up prior to interview, unless the applicant requests otherwise. Wherever possible, adequate time will be allowed between shortlisting and interview in order for references to be scrutinised. If, in exceptional circumstances, references are taken up after the offer of an appointment has been made, the selection panel will ensure that the references are obtained, scrutinised and any concerns resolved before the appointment is confirmed.

Applicants will be asked to provide the details of two referees. One referee will be the applicant's current or most recent employer. If the applicant is not currently working with children but has done so in the past, details will also be requested of that employer. References will be sent to work-based addresses. No open references or testimonials will be accepted, nor references from relatives or people solely in the capacity as friends.

Referees will be asked to provide a written reference and supplied with a copy of the job description and person specification, and will be asked:

- about their relationship with the candidate (e.g. how long they have known the candidate and in what capacity);

- whether the referee is satisfied that the person has the ability and is suitable to undertake the post;
- how the candidate has demonstrated that they can meet the requirements of the person specification;
- whether the referee is completely satisfied that the candidate is suitable to work with children and, if not, details will be requested of their concerns.

In addition, the applicant's current and/or previous employers will be asked about any previous disciplinary record or concerns in relation to Safeguarding.

Information provided about past disciplinary action or allegations will be considered in the circumstances of each individual case and will not automatically rule out an applicant before the selection procedure.

The referee will be informed that they have a responsibility to ensure the accuracy of the reference and that it does not, to the best of their knowledge, contain any misstatements or omissions, and that relevant factual content of the reference may be discussed with the applicant.

A nominated member of the interview panel will scrutinise the references before interview and seek clarification where necessary. Any issues will be taken up with the applicant during the interview.

4.5 Offer of appointment

The successful candidate will be verbally informed of the intention to offer them the post. It will be made clear that this does **not** constitute a formal offer of appointment and that Safeguarding checks are required before such an offer can be made. Any written communication will also make this clear. A conditional offer will make it clear that all posts are subject to an enhanced DBS check prior to a formal offer and contract.

4.6 Pre-employment vetting

For most appointments, an enhanced DBS certificate, which includes barred list information, will be required as the majority of staff will be engaging in regulated activity.

4.6.1 Staff engaging in regulated activity

A person will be considered to be engaging in regulated activity if as a result of their work they:

- will be responsible, on a regular basis in school, for teaching, training, instructing, caring for or supervising children; and/or
- engage in intimate or personal care or overnight activity, even if this happens only once.

More detail on regulated activity can be found in *Keeping children safe in education* (DfE, Sept 2016, p. 24).

Three checks must be completed for all teachers:

- **Enhanced DBS check**
- **Children's Barred List check**
- **Prohibition from Teaching check**

If the Headteacher allows an individual to start work in regulated activity before the DBS certificate is available, it will be on the understanding of all parties that the individual is appropriately supervised and that all other checks, including a separate barred list check, have been completed.

4.6.2 Staff not engaging in regulated activity

For all other staff who have an opportunity for regular contact with children but who are **not** engaging in regulated activity, an enhanced DBS certificate, which does not include a barred list check, will be appropriate. This would include contractors who would have the opportunity for contact with children and who work under a temporary or occasional contract. (For more information see Section 3, paragraphs 134–137 of *Keeping children safe in education*, DfE, Sept 2016, p. 37f.)

4.6.3 All new appointments

Any offer of appointment made to a successful candidate, including one who has lived or worked abroad, must be conditional on satisfactory completion of the necessary pre-employment checks.

When appointing new staff, the School Business Manager will do the following:

- Verify a candidate's identity, and keep a record of this check in the member of staff's personnel file.
- Obtain an enhanced DBS certificate (including barred list information).
- Obtain a separate barred list check if an individual will start work in regulated activity before the DBS certificate is available.
- Obtain medical advice that the individual is fit to work, through the school's HR service.
- Verify the person's right to work in the UK. (If there is uncertainty about whether an individual needs permission to work in the UK, then the school will follow advice on the GOV.UK website.)
- Make any further checks that are considered appropriate to verify professional qualifications if the person has lived or worked outside the UK.
- Check that a person taking up a leadership/management position as described, is not subject to a Section 128 Direction made by the Secretary of State (i.e. is banned from leading an academy, free school or other independent school).
- Use the Teacher Services' System to ensure that a candidate to be employed as a teacher is not subject to a prohibition order issued by the Secretary of State.

5. Annual Suitability Declaration

All schools which provide care for pupils under the age of 8 must ensure that staff

and volunteers are not disqualified from doing so under the Childcare (Disqualification) Regulations 2009.

These regulations state that a person may be disqualified through:

1. having certain orders or other restrictions placed upon them; and/or
2. having committed certain offences; and/or
3. living in the same household as someone who is disqualified by virtue of 1 or 2, above (this is known as “disqualification by association”).

At Christ Church, all staff and volunteers (including those who do **not** work in childcare provision or who are **not** directly concerned with the management of such provision) are required to complete, sign and return the **Annual Staff/Volunteer Suitability Declaration Form** (see Appendix C) confirming that they continue to be safe to work with – or in close proximity to – children.

The form must be completed on appointment/induction and, thereafter, on an annual basis. This information will be stored in each individual’s personnel file.

Staff failure to complete and return the form may be regarded as an act of gross misconduct, which, in turn, may lead to disciplinary action and potential dismissal from employment.

A disqualified person is **not** permitted to continue to work in a setting providing care for children under the age of 8, unless they apply for and are granted a waiver from Ofsted.

Note: Schools have a legal duty to refer to the DBS anyone who has harmed, or poses a risk of harm, to a child or vulnerable adult; where the harm test is satisfied in respect of that individual; where the individual has received a caution or conviction for a relevant offence, or if there is reason to believe that individual has committed a listed relevant offence; and that individual has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left.

6. DBS checks every three years

Christ Church will, as a matter of course, renew DBS certificates for staff and volunteers (including governors) every three years.

7. Individuals who have lived or worked outside the UK

Individuals who have lived or worked outside the UK must undergo the same checks as all other staff in schools or colleges. In addition, Christ Church will:

- check professional qualifications; and
- check a person’s right to work in the United Kingdom.

8. Supply staff

For supply staff, Christ Church will also get written confirmation that the agency supplying the member of supply staff has carried out the relevant checks and obtained the appropriate certificates, whether any enhanced DBS check certificate

has been provided in respect of the member of supply staff, and the date that confirmation was received.

9. Trainee/student teachers

As trainee teachers are likely to be engaging in regulated activity, an enhanced DBS certificate (including barred list information) must be obtained.

Where trainee teachers are fee-funded, it is the responsibility of the initial teacher training provider to carry out the necessary checks. Schools should obtain written confirmation from the training provider that these checks have been carried out and that the trainee has been judged by the provider to be suitable to work with children. Christ Church will therefore not record details of fee-funded trainees on the Single Central Record.

10. Volunteers

Volunteers who, on an unsupervised basis, teach or look after children regularly, or provide personal care on a one-off basis in schools and colleges will be in regulated activity. The school will obtain an enhanced DBS certificate (which should include barred list information) for all volunteers who are new to working in regulated activity. Existing volunteers in regulated activity do not have to be rechecked if they have already had a DBS check (which includes barred list information).

Note: Schools may obtain an enhanced DBS certificate (not including barred list information) for volunteers who are not engaging in regulated activity but have the opportunity to come into contact with children on a regular basis.

11. School governors

Governors in maintained schools are required to have an enhanced DBS check. It is the responsibility of the Governing Body to apply for the certificate for any of their governors who does not already have one. Governance is not a regulated activity and so governors do not need a barred list check unless, in addition to their governance duties, they also engage in regulated activity.

12. Contractors, including sports coaches and club leaders

Schools and colleges should ensure that any contractor, or any employee of the contractor, who is to work at the school or college, has been subject to the appropriate level of DBS check. Contractors engaging in regulated activity will require an enhanced DBS certificate (including barred list information). For all other contractors who are not engaging in regulated activity, but whose work provides them with an opportunity for regular contact with children, an enhanced DBS check (not including barred list information) will be required.

Under no circumstances should a contractor in respect of whom no checks have been obtained be allowed to work unsupervised, or engage in regulated activity.

School will always check the identity of contractors and their staff on arrival at the school or college.

13. Visitors

Although schools do not have the power to request DBS checks and barred list checks, or ask to see DBS certificates, visitors may be asked to:

- (a) verify their identity; and
- (b) wear a badge at all times.

14. Children on work experience

DBS checks cannot be requested for children/young people under the age of 16. For all young people on the school premises, especially those on work experience, the school has a duty of care to Safeguard their well-being as well as any Christ Church pupils they may be working with. At all times, a young person on work experience must be supervised by a member of school staff.

15. Single Central Record

The Single Central Record (SCR) will cover the following people:

- all staff (including supply staff and teacher trainees on salaried routes) and volunteers who work at the school;
- all members of the Governing Body.

The information that must be recorded in respect of staff members (including teacher trainees on salaried routes) is:

- an identity check;
- a barred list check;
- an enhanced DBS check/certificate;
- a prohibition from teaching check;
- a Section 128 check (for senior leadership and senior management positions).

16. Data protection

In accordance with the Data Protection Act, a copy of an enhanced DBS check certificate should not be retained by the school for longer than six months. A copy of all other documents used to verify the successful candidate's identity, right to work and required qualifications will be kept in their individual personnel file.

APPENDIX A: 12 STEPS TO SAFER RECRUITMENT

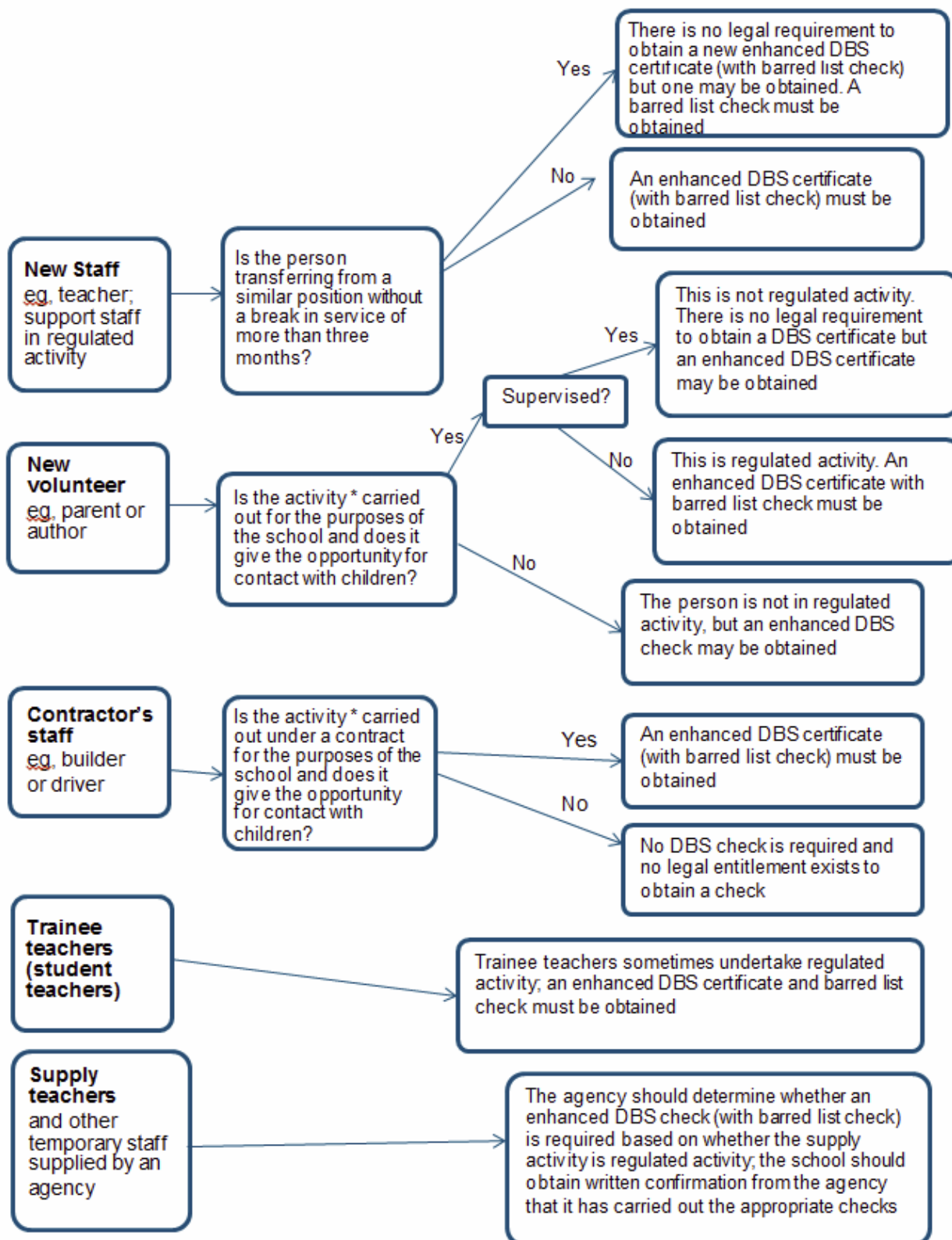
The Children's Workforce Development Council asks employers to follow the 12 steps below to make sure they recruit only the most suitable candidates to work with children and young people.

Before you advertise your post ...

1. Ensure that you have an up-to-date recruitment and selection policy that describes the process and roles before you begin.
2. Ensure that your organisation has a Safeguarding policy and that a statement about the organisation's commitment to Safeguarding is included in all recruitment and selection materials.
3. Ensure that you have an up-to-date job description and person specification for the role(s) you wish to recruit to that have been agreed with the recruiting manager.
4. Ensure that you have an appropriate advertisement prepared that contains all necessary information about the role, timetable for recruitment and your commitment to Safeguarding.
5. Ensure that you have compiled a suitable candidate information pack containing all the required information about the organisation, role, recruitment timetable, Safeguarding policy/statement and application form.
6. Ensure that each application received is scrutinised in a systematic way by the shortlisting panel in order to agree your shortlist before sending invitations to interview.
7. Ensure that all appropriate checks have been undertaken on your shortlisted candidates, including references and Disclosure and Barring Service (DBS) checks.
8. Ensure that all shortlisted candidates receive the same letter of invitation to interview, supplying them with all necessary information.
9. Ensure that a face-to-face interview is conducted for all shortlisted candidates based on an objective assessment of the candidate's ability to meet the person specification and job description.
10. Ensure that all specific questions designed to gain required information about each candidate's suitability have been asked, including those needed to address any gaps in information supplied in the application form.
11. Ensure that you are able to make a confident selection of a preferred candidate based upon their demonstration of suitability for the role.
12. Ensure that your preferred candidate is informed that the offer of employment (including volunteer positions) is conditional on receiving satisfactory information from all necessary checks.

APPENDIX B: FLOWCHART OF DISCLOSURE AND BARRING SERVICE CRIMINAL RECORD CHECKS AND BARRED LIST CHECKS

Source: *Keeping children safe in education* (DfE, Sept 2016), p. 30.



* Activities listed under the guidance's definition of regulated activity and which are carried out 'frequently'

APPENDIX C: ANNUAL STAFF/VOLUNTEER SUITABILITY DECLARATION FORM

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Christ Church C of E First School Annual Staff/Volunteer Suitability Declaration Form

Dear Christ Church staff and volunteers,

Please answer the questions and sign the declaration below to demonstrate that you continue to be safe to work with – or in close proximity to – children. If there are any aspects of the declaration that you are not able to meet, you should disclose this immediately to the Headteacher or Deputy Head.

If you fail to complete and return the form, this will be regarded as a disciplinary matter for staff, which may result in dismissal and, in the case of volunteers, will mean that you can no longer work at the school.

A disqualified person is not permitted to continue to work in a setting providing care for children under the age of 8, unless they apply for and are granted a waiver from Ofsted.

Yours sincerely,

Rupert Kaye

Headteacher and Designated Safeguarding Lead

The Childcare (Disqualification) Regulations 2009 state that all schools which provide care for pupils under the age of 8 years must ensure that staff and volunteers are not disqualified from such activity.

A person may be disqualified through:

1. having certain orders or other restrictions placed upon them;
2. having committed certain offences; and/or
3. living in the same household as someone who is disqualified by virtue of 1 or 2 above (this is known as “disqualification by association”).

All Christ Church staff and volunteers (including governors) are required, therefore, to sign the declaration below confirming that they are not disqualified under those Regulations from working in this school.

Section 1 – Orders or other restrictions

Please circle one option to answer each question.

Have any orders or other determinations related to childcare been made in respect of you?	YES / NO
Have any orders or other determinations related to childcare been made in respect of a child in your care?	YES / NO
Have any orders or other determinations been made which prevents you from being registered in relation to childcare, children’s homes or fostering?	YES / NO
Are there any other relevant orders, restrictions or prohibitions in respect of you as set out in Schedule 1 of the Regulations? (See notes on page 3.)	YES / NO
Are you DBS (Disclosure and Barring) barred from working with Children?	YES / NO
<i>Teachers only.</i> Are you prohibited from teaching?	YES / NO
<i>School leaders/managers only.</i> Are you subject to a Section 128 Direction banning you from school leadership/management?	YES / NO

Section 2 – Specified and statutory offences		Please circle one option to answer each question.
Have you ever been cautioned, reprimanded, given a warning for or convicted of:		
<ul style="list-style-type: none"> Any offence against or involving a child? (A child is a person under the age of 18.) 	YES / NO	
<ul style="list-style-type: none"> Any violent and/or sexual offence against an adult? 	YES / NO	
<ul style="list-style-type: none"> Any offence under the Sexual Offences Act? 	YES / NO	
Any other relevant offence? (See notes on page 3.)	YES / NO	
Have you ever been cautioned, reprimanded, given a warning for or convicted of any similar offence in another country?		
Section 3 – Disqualification by association		Please circle one option to answer each question.
<p>To the best of your knowledge, is anyone in your household* disqualified from working with children under the Regulations? * "household" includes family, lodgers, house-sharers, household employees.</p> <p>This means, does anyone in your household have an Order or Restriction against them as set out in Section 1 or have they been cautioned, reprimanded, given a warning for or convicted of any offence in Section 2.</p>		YES / NO
Section 4 – Provision of information		
If you have answered YES to any of the questions above you should provide details below in respect of yourself or, where relevant, the member of your household. You may supply this information separately if you so wish, but you must do so without delay.		
Details of the order, restriction, conviction, caution, etc.		
The date(s) of these		
The relevant court(s) or bodies		
You should also provide a copy of the relevant order, caution, conviction, etc. In relation to cautions/convictions a DBS Certificate may be provided.		
Section 4 – Declaration that I am fit to work with children		
<ul style="list-style-type: none"> Do you understand your responsibilities to safeguard children at all times? 	YES / NO	
<ul style="list-style-type: none"> Do you understand that you <u>must</u> notify the Headteacher immediately of anything that affects your suitability, including any convictions, cautions, court orders, reprimands or warnings that you, or anyone living in your household, may receive that would render you disqualified from working with children? 	YES / NO	
<ul style="list-style-type: none"> Do you have any current medical conditions or health concerns that could affect your ability to work with, and care for, children? 	YES / NO	
<ul style="list-style-type: none"> Are you aware that if you are taking medication on a regular basis you <u>must</u> notify the Headteacher immediately and must also keep the medication in a safe place, out of reach of children? 	YES / NO	
<ul style="list-style-type: none"> Do you give permission for school to contact any previous settings, local authority staff, the Police, the DBS, or any medical professionals to share information about your suitability to care for/work with children? 	YES / NO	
In signing this form, I confirm that the information provided is true to the best of my knowledge.		
PRINT NAME:	Signed:	Date:

Notes: SCHEDULE 1 ORDERS ETC. RELATING TO THE CARE OF CHILDREN

1. An order under section 31(1)(a) of the [Children Act 1989] (care order).
2. An order under article 50(1)(a) of the Children (Northern Ireland) Order 1995 (care order).
3. An order under section 3(3) of the Children and Young Persons (Guernsey) Law 1967 (fit person order or special care order).
4. An order made further to an application as permitted under section 48(3) of the Children (Guernsey and Alderney) Law 2009 (community parenting order).
5. An order under section 31(1)(a) of the Children and Young Persons Act 2001 (an Act of Tynwald).
6. An order or determination specified in Schedule 4 to the Children (Jersey) Law 2002.
7. Any order that would have been deemed to be a care order by virtue of paragraph 15 of Schedule 14 to the [Children Act 1989] (transitional provisions for children in compulsory care) had it been in force immediately before the day on which Part 4 of the 1989 Act came into force.
8. A supervision order which imposes a residence requirement under paragraph 5 of Schedule 6 to the Powers of Criminal Courts (Sentencing) Act 2000 or section 12AA of the Children and Young Persons Act 1969 (requirement to live in local authority accommodation).
9. A fit person order, a parental rights order or a training school order under the Children and Young Persons Act (Northern Ireland) 1968.
10. A child protection order under section 57 of the Children (Scotland) Act 1995.
11. An exclusion order under section 76 of the Children (Scotland) Act 1995.
12. A supervision order which imposes a residence requirement under paragraph 5 of Schedule 9 to the Children and Young Persons Act 2001 (an Act of Tynwald) (requirement to live in accommodation provided by the Department of Health and Social Security).
13. An order made at any time imposing a supervision requirement with respect to a child so as to remove that child from P's care, under:
 - (a) section 44 of the Social Work (Scotland) Act 1968; or
 - (b) section 70 of the Children (Scotland) Act 1995.
14. An order made at any time vesting P's rights and powers with respect to a child in a local authority in Scotland:
 - (a) under section 16 of the Social Work (Scotland) Act 1968; or
 - (b) pursuant to a parental responsibilities order under section 86 of the Children (Scotland) Act 1995.
15. In relation to registration of a children's home:
 - (a) a refusal of P's application for registration under section 13 of the Care Standards Act 2000;
 - (b) cancellation of P's registration under section 14 or 20(1) of the Care Standards Act 2000;
 - (c) cancellation of the registration of any person under section 14 or 20(1) of the Care Standards Act 2000 in relation to a children's home which P has been concerned in the management of, or had any financial interest in; or
 - (d) refusal of P's application for registration or cancellation of P's registration under the Health and Personal Social Services (Quality, Improvement and Regulation) (Northern Ireland) Order 2003.

- 16.** Refusal at any time of P's application for registration in relation to a voluntary home or a children's home, or cancellation of the registration of a voluntary home or children's home which was carried on by P or which P was otherwise concerned with the management of, or had any financial interest in, under, as the case may be:
- (a) paragraph 1 of Schedule 5 to the [Children Act 1989];
 - (b) paragraph 1 or 4 of Schedule 6 to the [Children Act 1989];
 - (c) section 127 of the Children and Young Persons Act (Northern Ireland) 1968;
 - (d) article 80, 82, 96 or 98 of the Children (Northern Ireland) Order 1995;
 - (e) Part 1 of the Regulation of Care (Scotland) Act 2001 (care home services); or
 - (f) paragraph 2 or 4 of Schedule 2 to the Children and Young Persons Act 2001 (an Act of Tynwald).
- 17.** A prohibition imposed at any time under:
- (a) section 69 of the [Children Act 1989], section 10 of the Foster Children Act 1980 or section 4 of the Children Act 1958 (power to prohibit private fostering);
 - (b) article 110 of the Children (Northern Ireland) Order 1995 (power to prohibit private fostering);
 - (c) section 10 of the Foster Children (Scotland) Act 1984 (power to prohibit the keeping of foster children); or
 - (d) section 59 of the Children and Young Persons Act 2001 (an Act of Tynwald) (power to prohibit or impose restrictions upon private fostering).
- 18.** A notice in writing given by a Health and Social Services Board under section 1(3) of the Children and Young Persons Act (Northern Ireland) 1968 (withholding consent to the care and maintenance of the child being undertaken by a person).
- 19.** Refusal at any time of registration in respect of the provision of nurseries, day care, child minding or other provision of childcare, disqualification from such registration or cancellation of any such registration under:
- (a) section 1 or section 5 of the Nurseries and Child-Minders Regulation Act 1948;
 - (b) Part 10 or Part 10A of the [Children Act 1989];
 - (c) Chapter 2, 3 or 4 of Part 3 of the [Children Act 1989];
 - (d) Part XI of the Children (Northern Ireland) Order 1995;
 - (e) section 11(5) or section 15 of the Children and Young Persons Act (Northern Ireland) 1968;
 - (f) Part 1 of the Regulation of Care (Scotland) Act 2001;
 - (g) section 1 of the Nurseries and Child Minders Regulation Act 1974 (an Act of Tynwald);
 - (h) section 65 or 66 of, or Schedule 7 to, the Children and Young Persons Act 2001 (an Act of Tynwald); or
 - (i) Part III of the Child Protection (Guernsey) Law 1972.
- 20.** Disqualification from working with children at any time under the Protection of Children (Scotland) Act 2003.
- 21.** Refusal at any time of P's application for registration or cancellation of P's registration under section 62 of the Social Work (Scotland) Act 1968 (registration of residential and other establishments).
- 22.** Refusal at any time of P's application for registration as a provider of a child care agency under section 7 of the Regulation of Care (Scotland) Act 2001 or cancellation of any such registration under section 12 or 18 of that Act.
- 23.** Inclusion of P's name at any time on a list of persons unsuitable to work with children under article 3 of the Protection of Children and Vulnerable Adults (Northern Ireland) Order 2003 or disqualification from working with children under Chapter II of Part II of that Order.