

KCSiE 2026 - Key HR Impact

As well as the changes on child protection (which others will update you on in the usual way) KCSiE 2026 changes operationally impact on **recruitment, vetting, workforce management and allegation handling**. The new guidance comes into force on 1 September 2026 as we all know. [\[gov.uk\]](https://www.gov.uk), [\[gov.uk\]](https://www.gov.uk)

1. Significant change to volunteer recruitment and DBS checking

The biggest HR-related change is the **removal of the supervision exemption** under the Crime and Policing Act 2026.

From 1 September 2026, volunteers who teach, train, instruct, care for or supervise children frequently will generally be treated as engaging in **regulated activity**, even when supervised if they meet the frequency test of 3 days in a 30-day period. Those volunteers will require an **Enhanced DBS check with Children's Barred List information**. Schools can still choose to obtain an Enhanced DBS check (without barred list information) if the role is not regulated activity as the frequency test is not met.

School actions:

- Review all volunteer roles to see whether they have an enhanced DBS (with or without a barred list check).
- Identify volunteers who do and don't meet the frequency threshold – in school or volunteering with children more than 3 days in any 30-day period.
- Update safer recruitment policy and procedures to ensure all required checks are made.
- Governors to adopt the updated policy.
- Review Single Central Record processes and record the relevant check.
- Be clear what your approach is if the frequency threshold isn't met.
- Budget for additional DBS activity (check is free with a barred list check but not without one and there may be an admin cost) and administrative workload.

2. All staff expected to read Part 1

KCSiE 2026 removes Annex A, meaning schools should ensure **all staff**, including those who do not work directly with children, read **Part 1** of KCSiE rather than relying on a shorter version. [\[gov.uk\]](https://www.gov.uk), [\[safeguarding.network\]](https://www.safeguarding.network)

School actions:

- Update induction programmes for new starters.
- Revise annual safeguarding declarations if you use them.
- Review onboarding records and evidence of compliance to reflect reading of part 1 by all.

- Ensure agency, temporary and support staff are included.

3. Trainee teachers explicitly included in allegations processes

KCSiE 2026 makes clearer that allegations and safeguarding concerns can relate to **trainee teachers**, with similar expectations to those applying to supply staff and contractors.

School actions:

- Update safeguarding and allegation-management policies.
- Ensure any partnerships with ITT providers clearly define responsibilities.

4. Stronger emphasis on safeguarding culture and early intervention

The draft and final guidance reinforce a whole-organisation safeguarding culture, early identification of concerns, information sharing and multi-agency working. [[geldards.com](https://www.geldards.com)], [[safeguarding.network](https://www.safeguarding.network)]

School actions:

- Ensure safeguarding responsibilities are reflected in job descriptions.
- Review leadership objectives and accountability measures.
- Reflect and revise as needed your escalation and reporting routes for staff concerns against other staff.
- Consider safeguarding culture in staff surveys and other similar opportunities.

HR actions:

Louise is in the process of updating some HR policies and these will follow shortly. Where necessary updates will include KCSiE 2026 updates.

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