

Safer Recruitment Safeguarding Statement

Saddleworth School is committed to our responsibilities for safeguarding and promoting the welfare of children and young people. We are committed to recruiting candidates who share this commitment to safeguarding, and therefore we apply robust recruitment and selection procedures to ensure that all candidates are appropriately screened prior to appointment.

All posts in school are exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020). If shortlisted for interview you will be required to disclose to us information about any:

- Adult cautions (simple or conditional)
- Unspent conditional cautions
- Unspent convictions
- Spent convictions that are **not protected** as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020

It is an offence for anyone to apply for a role if they are barred from engaging in regulated activity relevant to children.

The school will undertake the following pre-employment checks as applicable:

- Receipt of two satisfactory references – You will be required to provide details of two referees, one of which must be your current or most recent employer. If you are not currently working with children but have done so in the past the second referee should be the employer by whom you were most recently employed in work with children. If you have not been previously employed please provide a personal reference. References will not be accepted from relatives, or persons who only know you as a friend. If you are a school or college leaver, then your Headteacher or Tutor's name should be given. In all cases make sure you use someone who knows your capabilities, can comment on your reliability and is aware of your potential. References will be taken up prior to interview.
- Verification of identity
- A children's Barred List check (when undertaking regulated activity)
- A satisfactory enhanced DBS disclosure
- Verification of mental and physical fitness to carry out work responsibilities
- A satisfactory online search
- Verification of qualifications applicable to the role
- Verification of professional status where required
- Verification of eligibility to work in the UK
- If the person has lived or worked outside the UK, make any further checks the school considers appropriate