

## West Derby School Safeguarding Statement

West Derby School follows safe recruitment procedures in keeping with statutory guidance.

Our school is committed to safeguarding children and promoting children's welfare; all staff and volunteers are expected to share this commitment and they must follow the school's code of conduct for adults. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be carried out, references will be sought and successful candidates will be subject to an enhanced DBS check, Barred List Check and other DFE pre-employment checks as set out in Keeping Children Safe in Education. It is a criminal offence to apply for, or accept a position (paid or unpaid), working with children in regulated activity if you are excluded from such work by virtue of a court order or exclusions by the DBS.

Any offer of employment is subject to satisfactory completion of **all** pre-employment checks.

In addition to DBS and Barred List, other employment checks include:

- confirmation of identity;
- evidence of address;
- evidence of all essential qualifications;
- overseas checks where the candidate has lived/worked abroad in the last ten years for a period of twelve months or more;
- eligibility to work in the UK;
- completion of a medical questionnaire (with the possibility of further medical screening where appropriate);
- teacher status check (TRA prohibition/interim prohibition order check, sanctions and QTS status – where applicable);
- overseas teacher sanction checks where applicable;
- Section 128 prohibition order (where applicable);
- Online search;
- the school will always contact referees and will only accept completed application forms and not C.V.s

The school has clear procedures for managing allegations against staff and volunteers, a whistle blowing policy and child protection policy.

All staff will receive an induction and on-going training and supervision in respect of safeguarding.