

West Derby School Safeguarding Statement

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

Our school is committed to safeguarding promoting the welfare and safety of children; all staff and volunteers are expected to share this commitment and they must follow the school's code of conduct for adults. Teaching posts are regulated activities, and are exempt from the Rehabilitation of Offenders Act 1974 and are subject to an Enhanced DBS check, Barred List and Prohibited List checks, and satisfactory references. Keeping Children Safe in Education states the need for schools to conduct an "online search as part of their due diligence on the shortlisted candidates" and this will be part of our recruitment process.

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. Shortlisted candidates will be asked to disclose relevant criminal history by way of a self-disclosure form which will be supplied if invited to interview.

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;
- overseas teacher sanction checks where applicable;
- teacher status check (TRA prohibition/interim prohibition order check, sanctions and QTS status – where applicable);
- completion of a medical questionnaire (with the possibility of further medical screening where appropriate);
- Section 128 prohibition order (where applicable)
- online searches
- 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.