

# TEAM Education Trust



Our school is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. All school posts involve working with children and therefore the successful candidates will be required to apply for a disclosure of criminal records at an enhanced level. Further information about the Disclosure Scheme can be found at [www.gov.uk/disclosure-barring-service-check](http://www.gov.uk/disclosure-barring-service-check)

As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), TEAM Education Trust complies fully with the code of practice and undertakes to treat all applicants for positions fairly. TEAM Education Trust undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

TEAM Education Trust is committed to the fair treatment of its staff and potential staff, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background. We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records.

Having a criminal record will not necessarily bar a person from working in school. This will depend on the nature of the position and the circumstances and background of the offence(s).

At Application stage, you will be asked to declare Criminal Records. At interview, or in a separate discussion, TEAM Education Trust ensures that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

Failure to declare a relevant conviction, caution or pending police action, will disqualify the applicant from appointment or result in summary dismissal if the discrepancy comes to light later.

Please follow the link to find details of school policy: [Policies & Statutory Information | Together Everyone Achieves More \(teameducation.org\)](http://teameducation.org/Policies%20&%20Statutory%20Information%20|%20Together%20Everyone%20Achieves%20More)