**STATEMENT ON SAFEGUARDING CHILDREN**

At Burford School we take our responsibility for the promotion and safeguarding of pupils very seriously. This is expressed in the following ways:

• We ensure that full discussion of the school’s safeguarding policy is included in the

 induction of all new members of staff and volunteers.

• We have regular discussions with all staff about the practical implications of our school

 policy to ensure that there are common understandings and to maintain a safe culture

 at the forefront of staff consciousness.

• Our school policy encourages all staff to raise any concerns they may have about the

 actions of colleagues. The interests of the child are paramount and take priority over

 professional loyalties.

Our selection and interview process will assess rigorously all candidates’ suitability and their commitment to safeguarding children. This will include:

• Identifying gaps and anomalies in career histories.

• Asking referees specific questions about:

Number of days’ sickness or unauthorised absence

Reasons to doubt candidates’ honesty, trustworthiness or reliability

Whether candidates are currently the subject of any form of disciplinary or capability inquiry or warning

Any disciplinary offences relating to children including any in which the penalty is “time expired”

Any child protection concerns

We reserve the right to contact referees to check out any concerns arising from the application, reference or interview.

• Testing candidates’ understanding and commitment to safeguarding children

• Examining original certificates of professional qualifications and proof of identity