**Statement on Child Protection and Safeguarding**

The Tilian Partnership is committed to safeguarding and promoting the welfare of our pupils. We expect all staff and volunteers to share this commitment. In our schools we create a culture of safeguarding which is the responsibility of all staff.

When applying for a post at one of our schools you will be subject to a safer recruitment process as follows:

1. If you are shortlisted, you will be required to complete a [self-disclosure](https://docs.google.com/document/d/1Ml96iG88l72fyuViivSuf20raVFcPHZYH48aayoJRJc/edit?usp=sharing), which you will need to bring with you to the interview (in an envelope marked confidential).
2. During the interview process, the interview panel will explore your skills, experience and attitudes and the questions asked will include questions about safeguarding of children
3. If you accept a post at one of our schools you will be required to complete an enhanced DBS.

Important documents to read

* Safeguarding Policy
* Child Protection Procedure (included in appendix 2 of Safeguarding Policy)
* [Tilian Code of Conduct for Staff](https://docs.google.com/document/d/146P2pOAK71peu3Axg0f7IFKKhlYo-5vDDhTlPFGM-iQ/edit?usp=sharing)
* [Tilian Induction Policy](https://docs.google.com/document/d/1upVPq4Y9OYRlJOyEZXsaV-lLdY6eAy9sS0NAQzaUnos/edit?usp=sharing)