Endeavour
Multi-Academy Trust

Endeavour Multi Academy Trust

SAFEGUARDING STATEMENT FOR SAFER RECRUITMENT

Endeavour Multi Academy Trust is committed to our responsibilities for safeguarding and promoting the welfare of children, young people and vulnerable adults as outlined in Keeping Children Safe in Education (KCSiE) 2025. We are committed to recruiting candidates who share this commitment to safeguarding. Therefore, we apply robust recruitment and selection procedures to ensure that the people selected are right for the job, and that all candidates are appropriately screened prior to appointment.

The following pre-employment checks will be undertaken as applicable:

- References
- Occupational Health Pre-employment Screening
- Enhanced DBS Check and Children's Barred List check
- Prohibition from teaching check (if applicable to the role)
- Overseas Criminal Records Check
- Identity Check
- Change of Name
- Right to Work in the UK
- Section 128 check (if applicable to the role)
- Evidence of qualifications (if applicable to the role)
- Confirmation of registration with applicable registered body (where applicable)
- Online checks for all shortlisted applicants
- Shortlisted candidates will be asked to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children.

All our roles involve working with children and we will therefore plan to take up references prior to interview. You should provide details of referees including your current/most recent employer and previous employers. If you are currently working with children, on either a paid or voluntary basis, your current or previous employer will be asked about disciplinary offences relating to children, including any in which the penalty is time expired. If you are currently not working with children, we will need to seek a reference from a previous employer relating to the last time you worked with children if applicable.

We will also ask if you have been the subject of any child protection concerns and if so, the outcome of any enquiry or disciplinary procedure.

If appointed, once the Enhanced DBS check has been completed, we will ask you to present your original DBS certificate for verification as per requirements of KCSiE Recruitment of Ex-Offenders

Schools are exempt from the Rehabilitations of Offenders Act 1974 and all convictions, cautions and bind-overs, including those regarded as 'spent', must be declared. At interview, or in a separate discussion, we will ensure that an open and measured discussion takes place on the subject of any offences or other matters that might be relevant to the position. If you are successful at interview, then we will require you to obtain an Enhanced Certificate of Disclosure from the Disclosure and Barring Service (DBS) and we administer this process.

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences. The DBS has a code of practice, which we fully comply with. However, where a role involves engaging in regulated activity relevant to children, it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

Interview

We ensure that anyone making appointment decisions has the necessary information, guidance, and support to identify and assess the relevance and circumstances of any offences. If you are invited for interview, then we shall assess issues in relation to safeguarding and promoting the welfare of children and young people including:

- your motivation to work with children and young people
- exploring your skills and seeking examples of your experience of working with children which are relevant to the role
- your ability to form and maintain appropriate relationships and personal boundaries with children and young people
- your emotional resilience in working with challenging behaviours; and
- your attitude to the use of authority and maintaining discipline.
- probe any gaps in employment or where the candidate has changed employment or location frequently and obtaining reasons for this.

At interview, we shall ask for evidence of:

- your identity
- your right to work in the UK: and
- your qualifications (if applicable, including any relevant professional registration).

Pre-Appointment

We shall also check:

- Whether you are on the Children's Barred List, or Adult's Barred List if applicable (formerly List 99)
- That you are medically fit to undertake the role
- Where applicable, we will check if you are subject to a Childcare Disqualification.

False Information

Please note that providing false information is an offence and could result in your application being rejected or your dismissal from employment if you are appointed. The matter may also be referred to the police.

Related documents:
Keeping children safe in education 2025
Endeavour Multi Academy Trust - Policies – Safeguarding Policy

September 2025