



*past, present, future*

## **Safeguarding Statement for Recruitment**

The Compass Partnership of Schools (the Trust) is committed to safeguarding and promoting the welfare of children and young people and vulnerable adults and fulfilling our statutory obligations as detailed in the DfE statutory Guidance, 'Keeping Children Safe in Education'.

We are committed to recruiting candidates who share this commitment and therefore we apply robust recruitment and selection procedures to ensure that the people selected are suitable and that all candidates are subject to appropriate pre-employment checks.

### **Interview**

If you are invited for interview for a position working with, or with access to sensitive information relating to children and young people, we shall assess your suitability by considering the following:

- your motivation to work with children and young people;
- 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.

### **Pre-Employment Checks**

The following pre-employment checks will be undertaken prior to appointment:

- Identity check
- References
- Occupational Health pre-employment screening
- DBS check (as appropriate)
- 'Barred List' Check (as appropriate)
- Evidence of qualifications applicable to the role
- Prohibition from Teaching Check (Teachers)
- Confirmation of registration with applicable registered body
- S128 Direction checks for managerial positions
- Additional checks for overseas candidates



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Before any unconditional offer, successful candidates will also be asked to complete a self-declaration form to declare any unspent (current) and spent (old) criminal convictions, police cautions, final warnings or reprimands which are not protected (or filtered out) by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

### **Recruitment of Ex-Offenders**

All posts with the Trust are exempt from the requirements of the Rehabilitation of Offenders Act (ROA) 1974 meaning that all convictions, cautions and bind-overs, including those regarded as 'spent', must be declared on application.

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.

### **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.

### **Further information**

If you have any concerns or questions about answering questions about your criminal history please contact Helen Cunningham, HR Director on [hcunningham@compassps.uk](mailto:hcunningham@compassps.uk).

You can also seek further information from organisations such as the Citizens Advice Bureau, NACRO (<https://www.nacro.org.uk/resettlement-advice-service/>), Unlock.