



## Safer Recruitment Statement

King's Meadow Academy are committed to safeguarding and promoting the welfare of all children. As part of this commitment, we take measures to ensure that we recruit staff and volunteers who are suitable to work with our pupils.

For all posts, this includes:

- Verification of the identity of all applicants
- Applications for Enhanced DBS (Disclosure and Barring) with barred list checks for those in regulated activity
- EEA restrictions
- Prohibition from teaching check (for all teaching posts)
- Right to work in the UK checks
- Verification of professional qualification
- References being sought prior to interview

At least one member of the interview panel will have had 'safer recruitment' training.

All posts are exempt from the Rehabilitation of Offenders Act, therefore all convictions must be declared. Providing false information is an offence.

Beyond the recruitment process, King's Meadow Academy operates within key policies and procedures of the school and will respond to any concerns about the suitability of staff and volunteers once they have begun their role.

As part of their initial training, candidates will complete basic safeguarding training. This will be refreshed at appropriate intervals as part of ongoing CPD.

Policy date: June 2020

Review Date: June 2021