



SAFER RECRUITMENT PRACTICE STATEMENT

“St John's College, Cardiff are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.”

Introduction

At St John's College, we are committed to Safeguarding and Promoting the Welfare of all children.

Our Child Safeguarding Policy applies to all adults, including volunteers, working in or on behalf of the School. Candidates should be aware that all posts in our School involve some degree of responsibility for safeguarding children and young people.

Please visit our website to read and familiarise yourself with our full Child Protection and Safeguarding Policy: <http://www.stjohnscollegecardiff.com/wp-content/uploads/2018/01/Safeguarding--Child-Protection-Policy.pdf>

Safer Recruitment Practice

St John's College pays full regard to the Welsh Assembly Statutory Guidance: 'Keeping Learners Safe, 2015'.

Anyone who works in our school is likely to be perceived by children as a safe and trustworthy adult; this includes our volunteers and contractors. Therefore, all candidates will be subject to appropriate checks in line with current legislation and best practice.

Our safer recruitment practice includes: scrutinising applicants; verifying identity and right to work in the UK; obtaining proof of academic or vocational qualifications; obtaining professional and character references; exploring any gaps in employment; checking previous employment history and ensuring that candidates have the health and physical capacity for the job. It also includes a comprehensive interview process and, requisite checks with the Disclosure & Barring service.

Applications will only be accepted from candidates who are able to provide all of required evidence outlined above and are willing to undergo the necessary pre-employment checks.

Any relevant issues arising from pre-employment checks **will** be taken up at interview; including any previous disciplinary allegations/investigations/offences (current and/or expired), and whether the candidate has been the subject of any child protection/safeguarding investigations/proceedings.

The interview will also explore issues relating to safeguarding and promoting the welfare of children.

**ALL OFFERS OF EMPLOYMENT ARE SUBJECT TO AND CONDITIONAL UPON COMPLETION OF THE
NECESSARY PRE EMPLOYMENT CHECKS.**