



## **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 2022. We are committed to recruiting candidates who share this commitment to safeguarding, and 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
- DBS Check
- Overseas Criminal Records Check
- Identity Check
- Right to Work in the UK
- Evidence of qualifications applicable to the role
- Confirmation of registration with applicable registered body where applicable
- Online Checks

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 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.

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.

An Online Check for all shortlisted applicants will also take place.

## **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 matter 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. Most of our roles will also require a Barred List check.

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.

## **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.
- 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.

## **Appointment**

If you are offered the post, we shall ask for evidence of:

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

We shall also check:

- Whether you are on the Children's Barred List (formerly List 99).
- That you are medically fit to undertake the role.

## **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.