

THE FOREST SCHOOL

CHILD PROTECTION POLICY STATEMENT

The Forest School is committed to safeguarding and promoting the welfare of all our pupils, and all successful applicants will be required to undertake an enhanced CRB check. As part of this commitment, all applicants called to interview are informed that:

- Only those applicants who meet the stated criteria fully will see their applications carried forward, and your fulfilment of the criteria will be tested and assessed throughout the selection process
- The selection process will include an assessment of your suitability to work with children
- There will be at least one question at interview on safeguarding children
- Current and previous employers will be contacted as part of the verification process if you are short-listed
- Any anomalies or discrepancies in the information you provide, or issues arising from the references, will be taken up at interview
- Only written references will be accepted, and we do not accept photocopies. We do not take references over the 'phone, or by email
- We do not accept open testimonials
- Our reference pro forma will ask the referee to comment on the candidate's performance and conduct, including any disciplinary investigations or offences, whether time-expired or not; any specific concerns that the referee may have or be aware of in regard to the applicant's suitability to work with children and for details of behaviour management experience
- Our reference pro forma will inform the referee of their legal liability for the reference; that the content of the reference may be discussed in interview and that they may be contacted subsequently for further clarification of any part of the reference.

Siobhan C V Denning
Headteacher

September 2016