Safeguarding of Children Statement

Our commitment:

We put children and learners' wellbeing at the heart of everything that we do and, therefore, do all that we can to ensure those who work for us share our commitment. This is reflected in our rigorous recruitment processes and pre-employment checks.

We select the best candidates through good, thorough recruitment practice, ensuring equality of opportunity, and deterring, or rejecting, those who may not be suitable to work for our Trust.

All roles require the following:

- Your identity must be confirmed by sight of original official documents such as a Birth Certificate and photo identification such as a Passport.
- We will reasonably require you to attend one of schools, in advance of the commencement of your employment, with original documentation (in accordance with the statutory guidance provided by the UK Government and as amended from time to time) that verifies the identity and proves your right to live and work in the UK.
- We realise that the majority of school appointments is for personnel who will be responsible for the care and supervision of children on a regular basis (regulated activity) and as part of the process of safe recruitment all of our prospective employees will need to have an enhanced DBS check with barred list information.
- We will ask you to provide details of any criminal history as appropriate. Guidance will always be provided in your application to help you understand what you must declare and when.
- We are required to check that those to whom teaching positions are offered whether on a qualified or unqualified basis:
    - Have not failed induction or probation; and
    - Have no Teacher Regulation Authority (TRA) sanctions; and
    - Are not prohibited from the teaching profession; and
    - If they have lived overseas, have not been sanctioned in their capacity as a teacher
- Suitability (Section 128) to own and or manage a School/Trust checks will be undertaken for those in positions of ownership, directorship, governance, leadership and management within the Trust and its schools.
- Original documents relating to all professional qualifications required to fulfil the post must be supplied.
- Full employment and education history since leaving secondary education must be provided. All gaps in employment and education history will be scrutinised by the selection panel to ensure there are no causes for concern.
- We will request a minimum of two references covering at least the last three years; it is our policy that one of the references must be from your most recent or current employer. We will also seek a reference from your most recent employer where your role involved working with children.
- The identity of all referees will be verified, and they will be asked to comment on your suitability for the role you are applying for. We will aim to obtain references prior to interview so that any issues of concern raised can be explored further with the referee and taken up with you at interview.
- If we are seeking a reference from a school, this will be sought from the Headteacher.
- If you have worked or been resident overseas in the previous 5 years, we will ask you to obtain a 'Certificate of Good Conduct' or equivalent from the relevant authority in that country.
- It is our policy to ensure that any employee offered a post be confirmed as Fit to Work.

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- We will consult any relevant records we hold which may provide additional information on your suitability.
- We reserve the right to take account of your presence in both public and social media in our selection decisions.
- Throughout selection, including at interview, the panel will probe your values and motivation for working with our Trust and our students.

You do not have to consent to these checks. However, if consent is withheld or revoked at any stage, we will be unable to proceed with your application. At all stages, information you provide us with will be treated in confidence and in full accordance with legal requirements.

The Prospere Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.