

### Safer Recruitment and Safeguarding Statement

The Trust is committed to safeguarding and promoting the welfare of our pupils and young people. We have a robust Child Protection Policy and all staff will receive training relevant to their role during induction and throughout their employment within the Trust. We expect all staff and volunteers to share this commitment.

All recruitment processes will adhere to the key elements of safer recruitment;

- Including information on the school's commitment to safeguarding children in the advert, job description, person specification and any other relevant documentation
- Obtaining and scrutinising comprehensive information from all applicants, investigating any discrepancies or anomalies, including gaps in employment.
- Obtaining robust, relevant and appropriate references that fully cover the candidate's recent work history.
- Ask specific questions relating to the applicant's suitability to work with children, exploring at interview the applicant's suitability to work with children.
- Verifying the successful applicant's identity, medical history, qualifications, employment history and experience.
- Obtaining a satisfactory DBS clearance prior to the candidate commencing in post, except in exceptional circumstances and with an appropriate risk assessment.