

SAFEGUARDING STATEMENT FOR SAFER RECRUITMENT

The Inspire Partnership Academy Trust is committed to our responsibilities for safeguarding and promoting the welfare of children, young people, and vulnerable adults as outlined in the latest Keeping Children Safe in Education (KCSIE) and Working Together to Safeguard Children statutory guidance.

We are committed to recruiting candidates who share this commitment. 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.

Pre-Employment Checks

The following pre-employment checks will be undertaken as applicable:

- **Identity and Right to Work:** Verification of identity and right to work in the UK.
- **DBS and Barred List:** An Enhanced Certificate of Disclosure from the Disclosure and Barring Service (DBS) and a Children's Barred List check.
- **Online Searches:** In line with KCSIE guidance, an online search (including social media) will be conducted for all shortlisted candidates to identify any incidents or issues that may need to be explored at interview.
- **References:** At least two satisfactory references, one of which must be from your current or most recent employer.
- **Employment History:** A full chronological history; any **gaps in employment** must be identified and will be explored.
- **Section 128 Check:** For all management positions (including Local Community Council Members, Trustees, and SLT), a check to ensure the individual is not prohibited from the management of an independent or maintained school.
- **Prohibition from Teaching:** A check via the Teaching Regulation Agency (TRA) to ensure the candidate is not subject to a prohibition order.
- **Qualifications and Professional Registration:** Evidence of original certificates for qualifications and registration applicable to the role.
- **Health:** Occupational Health pre-employment screening to ensure medical fitness for the role.

- **Overseas Check:** (if applicable) If a candidate has lived or worked outside the UK for a period of three months or more in the last five years (or longer, depending on the role), we will require: A Certificate of Good Conduct or equivalent from the relevant embassy or police force. For teachers, additional evidence from the professional regulating authority in the country of origin confirming their standing.

Shortlisted Candidates and Interview

If you are shortlisted, you will be required to complete a **Self-Disclosure form** regarding your criminal record or any other information that may make you unsuitable to work with children.

During the interview, we shall assess issues relating to safeguarding and promoting the welfare of children, including:

- Your motivation to work with children and young people.
- Your ability to form and maintain appropriate relationships and personal boundaries.
- Your emotional resilience in working with challenging behaviours.
- Your attitude toward authority and maintaining discipline.

As our roles involve working with children, we will therefore take up references prior to the interview. You should provide details of referees including your current and previous employers, covering the last 5 years. 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.

Recruitment of Ex-Offenders

If you are successful at the interview we will commence the process of applying for your Enhanced Certificate of Disclosure and Barred List check from the Disclosure and Barring Service (DBS). Where applicable, we will ensure that an open and measured discussion takes place on the subject of any offences or other matters that might be relevant to the position.

The Trust will not unfairly discriminate against any applicant on the basis of conviction or other details revealed. We ensure that an open and measured discussion takes place regarding any offences.



False Information

Please note that providing false information is an offence and could result in your application being rejected, your dismissal from employment if appointed, and a possible referral to the police or the Teaching Regulation Agency and/or DBS service.