



Hamstead Hall Academy Trust

Safer Recruitment Statement

Hamstead Hall Academy Trust is committed to safeguarding and promoting the welfare of children in its academies. All academies follow a rigorous selection process to screen out and discourage unsuitable applicants.

Hamstead Hall Academy Trust requires all employees to undertake an enhanced DBS check. Before appointment, you will be required to disclose any unspent conviction, cautions, reprimands, or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment.

However, disclosure of a criminal background will not necessarily rule out you from employment - this will depend on the nature of the offence(s) and when they occurred.

Candidates meeting the required criteria will be taken forward from application.

Candidates who are shortlisted will be invited to an in-depth interview process that will include a competency-based interview, and for all teaching roles, will include a lesson observation or similar practical assessment.

At least one member of the interview panel will be Safer Recruited trained.

Candidates will be asked to address any discrepancies, anomalies, or gaps in their application.

Online searches and references from the previous and/or current employer will be requested for shortlisted candidates, where necessary employers may be contacted to gather further information.

All new staff will be subject to a 6-month probation period (Except ECT's) which may, in certain circumstances, be extended for up to 12 weeks. The probation period is to enable the assessment of an employee's suitability for the role they have been employed. It provides the Academy Trust with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with pupils.

Hamstead Hall Academy Trust is committed to eliminating discrimination and encouraging diversity amongst our employees. Our aim is that we will be truly representative of all sections of society and that each employee feels they are respected and able to give their best. We are committed to provide equality and fairness for all in our recruitment and employment practices and not to discriminate on any grounds.