



Safeguarding and Safer Recruitment

Safeguarding

Kingsfold Primary School is committed to safeguarding and promoting the welfare and wellbeing of its pupils and expects all staff and volunteers to share this commitment. 'Working together to Safeguard Children' defines the term Safeguarding as "protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children are growing up in circumstances consistent with the provision of safe and effective care and taking action to enable all children to have the best outcomes".

At Kingsfold, we recognise that safeguarding is not just about protecting children from deliberate harm. It relates to aspects of school life including: pupils' health, safety and wellbeing; managing behaviour and the use of reasonable force; meeting the needs of pupils with medical conditions; providing first aid; educational visits; intimate care and emotional wellbeing; online safety and associated issues and appropriate arrangements to ensure school security, taking into account the local context.

Safer Recruitment

We have created a culture of safer recruitment and adopted recruitment procedures that help deter, reject or identify people who might pose a risk of harm to children. The Governing Body will act reasonably in making decisions about the suitability of the prospective employee based on checks and evidence, including: criminal background (via the Disclosure and Barring Service), barred list; prohibition status (in the case of teachers); Disqualification Declaration (where required) and other necessary checks together with references and interview information.

Equality

We are committed to ensuring that throughout our recruitment and selection process, no applicant is disadvantaged or discriminated against as a result of their age, sex, race, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity status.

References

We will always ask for written references for shortlisted candidates. Each request will be accompanied by the job description and person specification. One of the references will be requested from the most recent employer. If an applicant for a teaching post is not currently employed as a teacher, we will check with the school, college or local authority at which they were most recently employed to confirm details of their employment and their reasons for leaving. An offer of employment will be conditional upon receipt of at least two satisfactory written references. References received will be scrutinised and any concerns resolved satisfactorily before the appointment is confirmed. References will always be requested directly from the referee. Any provided by the applicant or open references i.e. those prefixed by 'To whom it may concern' will not be accepted under any circumstances.

Induction

Once an individual has been appointed, we will ensure that a full induction takes place which will include our Child Protection Policy and Procedures and provision of other related safeguarding documents both statutory and non-statutory.