



## Thameside Primary

### Safer Recruitment Statement

#### Working Together to Safeguard Children

Thameside Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. To assist in this, the school follows a formal recruitment procedure for the employment of all staff and volunteers and adheres to the guidelines outlined in our Safeguarding and Child Protection Policy and Keeping Children Safe in Education (September 2022, updated annually).

No applicant shall start work until all pre-appointment checks have been carried out. This includes obtaining two satisfactory employment references from two separate employers. One must be from the applicant's most recent employer.

In addition, all staff will be required to have an Enhanced DBS disclosure completed prior to commencing with the school. Where staff are seeking to work in regulated activity relating to children, an additional check will also be made about whether the person appears on the children's barred list, along with a check of the Police National Computer records.

Once the checks are complete, the DBS will send a DBS certificate to the applicant. The applicant must show the original paper DBS certificate to the school before they take up post, or as soon as practicable afterwards.

#### **Individuals who have lived or worked outside the UK**

Individuals who have lived or worked outside the UK must undergo the same checks as all other staff in schools. This includes obtaining an enhanced DBS certificate (including children's barred list information, for those who will be engaging in regulated activity) even if the individual has never been to the UK.

In addition, the school will make further checks they think appropriate so that any relevant events that occurred outside the UK can be considered.

Following the UK's exit from the EU, schools should apply the same approach for any individuals who have lived or worked outside the UK regardless of whether or not it was in an EEA country or the rest of the world. These checks could include, where available:

- criminal records checks for overseas applicants (if previously lived or worked outside of the UK for a period of more than 12 months or more in the past 10 years, while aged 18 or over.)

For teaching positions:

- obtaining a letter (via the applicant) from the professional regulating authority (this is often the Department/Ministry of Education but varies across the world) in the country (or countries) in which the applicant has worked confirming that they have not imposed any sanctions or restrictions, and or that they are aware of any reason why they may be unsuitable to teach. Applicants can find contact details of regulatory bodies in the EU/EEA and Switzerland on the Regulated Professions database.

Where available, such evidence can be considered together with information obtained through other pre-appointment checks to help assess their suitability. Where this information is not available Thameside will seek alternative methods of checking suitability and or undertake a risk assessment that supports informed decision making on whether to proceed with the appointment.

Finally, Safeguarding and promoting the welfare of children is everyone's responsibility. All staff have responsibility to provide a safe environment in which children can learn. Everyone who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all practitioners working for Thameside should make sure their approach is child centred. This means that they should consider, at all times, what is in the best interests of the child.

The safety and wellbeing of our pupils is paramount. It is therefore our commitment that all staff will receive appropriate safeguarding and child protection training (including online safety) at induction. Our induction policy will be shared with you in your welcome pack.



**Sophie Greenaway**

**Headteacher**

**Links:**

To our website: <https://www.thameside.reading.sch.uk/>

Keeping Children Safe in Education (September 2022)

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1101454/Keeping\\_children\\_safe\\_in\\_education\\_2022.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101454/Keeping_children_safe_in_education_2022.pdf)

Safeguarding and Child Protection Policy

<https://www.thameside.reading.sch.uk/attachments/download.asp?file=4315&type=pdf>