



Easingwold Primary School Safer Recruitment Statement

The safe recruitment of staff in schools is the first step to safeguarding and promoting the welfare of children in education. We are fully committed to safeguarding and promoting the welfare of children. We expect all staff and volunteers to share this commitment. All posts at ECPS are subject to Enhanced DBS checks.

Schools and colleges should require applicants to provide: • personal details, current and former names, current address and national insurance number; • details of their present (or last) employment and reason for leaving; 53 Legislation.gov.uk - section 7(1)(a) of the SVGA 2006. 49 • full employment history, (since leaving school, including education, employment and voluntary work) including reasons for any gaps in employment; • qualifications, the awarding body and date of award; • details of referees/references (see below for further information); and • a statement of the personal qualities and experience that the applicant believes are relevant to their suitability for the post advertised and how they meet the person specification. 197. Schools and colleges should not accept copies of curriculum vitae in place of an application form.

Applicants should note that:

- Your application **must** give a **full** employment history, including periods of unemployment, with dates (to the nearest month) and the names and addresses of previous employers.
- We reserve the right to contact your present employer and any previous employer.
- Employers will be asked about any disciplinary offences, including those which have expired.
- The post for which you are applying is exempt under the Rehabilitation of Offenders Act, so all criminal convictions must be stated, with dates. Failure to do so will disqualify the candidate from the appointment and, if appointed, may render the individual liable to immediate dismissal without notice.
- If successful in the selection process, you should be aware that you will be required to undergo a check carried out by the Criminal Records Bureau Disclosure and Barring Service to identify that you are a suitable person to work with children.
- An individual disqualified from working with children through any of the various means available is guilty of an offence if they knowingly apply for or accept any work in a regulated position, i.e. classified as working with children. (Criminal Justice and Court Services Act 2000).
- Confirmation of your identity will be undertaken through the production of; birth certificate, marriage or divorce certificate (if applicable) and passport. Educational and professional qualifications will be verified.
- We will only offer appointments if the above checks are satisfactory; and will allow no unsupervised access to children before completion of all checks.
- Interviews will be used to ensure applicants have a full understanding of the safeguarding requirements of the job.