



## SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN

This school is committed to safeguarding and promoting the welfare of children and young people. Our Safeguarding and Child Protection Policy can be found on website in the Admin Centre or Safeguarding sections [www.southendjunior.com](http://www.southendjunior.com)

South End Junior School follows safe recruitment practices. We will:-

- Investigate any discrepancies or anomalies contained within your application form,
- Ask interview questions regarding the safeguarding of children,
- Explore reasons for leaving previous employment if this is not clear on the application,
- Ensure we take references from the last employer or volunteer group that you worked with that involved contact with children,
- Expect you to prove your identity and right to work in the UK before you can start work,
- Carry out a check to ensure that you are not on the ISA Children's Barred List check before you begin working in the school.

Any offers of employment will be conditional upon:-

- a) A satisfactory medical assessment,
- b) Declaration of spent and unspent Criminal Convictions,
- c) A satisfactory Enhanced DBS and Barred List check,
- d) A satisfactory Certificate of Good Conduct if you have lived abroad in the past 5 years,
- e) The production of original evidence that you are eligible to work in the United Kingdom,
- f) The production of original evidence of any educational qualifications that are essential to the post,
- g) Proof of your QTS for teaching posts,
- h) Teacher status check for teaching posts,
- i) Two satisfactory references.

Staff who work at South End Junior School undergo a formal induction and will be introduced to and expected to follow the school's various policies – first and foremost those in place to keep people safe, such as Child Protection Safeguarding, Health and Safety, Code of Conduct, Online Safety, Data Protection.

*The school is also committed to preventing discrimination or any other unfair treatment against employees, potential employees or volunteers on the grounds of offending behaviour that does not create a risk to children or vulnerable adults, in accordance with the DBS code of practice. **It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.***

*The Council's Recruitment of ex-offenders is available on the Vacancies page of the school's website.*