

SAFEGUARDING AT KING RICHARD SCHOOL



Portsmouth Local Authority is committed to safeguarding and promoting the welfare of children, and young people, and expects all staff and volunteers to share this commitment. DBS Disclosure at Enhanced level will be required prior to any offer of employment.

As part of Portsmouth LA, King Richard School is committed to complying with the DfE's guidelines on Safeguarding in Schools, and with particular regard to Recruitment will follow "Part 3: Safer Recruitment".

The following is a précis of the guidelines, and pertinent points:

At least one member of each interview panel will have attended the Safer Recruitment course;

Appointments are conditional until pre-employment checks are satisfied:

- Verbal references are taken prior to offer of employment, followed up with two written references after an offer is made;
- Employment history;
- Anyone appointed to teach will require a check to satisfy that they are not barred from teaching;
- Identity checks including photo id and proof of address;
- Professional qualifications;
- A candidate's wellness must be verified that they have the mental and physical capacity for the specific role;
- Right to work in the UK.

All post that are considered "paid-employment" are exempt from the provision of the Rehabilitation of Offenders Act 1974.