

Personal success for every pupil in a happy, stimulating and caring environment.

Staffing and Volunteers Safeguarding Statement

Hackforth and Hornby CE Primary School gives the highest importance to the safeguarding and welfare of children. The governors, Headteacher and staff are careful to carry out their responsibilities efficiently and effectively to ensure that this school provides a safe learning environment for children.

This statement complements the school's Child Protection Policy.

Objectives:

1. To create a learning environment for safeguarding and promoting the welfare of children.
2. To put into place recruitment procedures that safeguard and promote the welfare of children.
2. To make efficient arrangements for checks on new staff and volunteers
3. To ensure that others who employ supply staff (usually agencies), have efficient arrangements for checks on them.
4. To verify the authenticity of the qualifications of staff.
5. To check and verify the identity of staff.

Strategies:

1. All staff and volunteers will, as appropriate, be checked with the Disclosing Barring Service (DBS)
2. When employing supply teachers or teachers from abroad, the school will carry out appropriate checks with the personnel themselves or with the relevant agencies.
3. At interview, candidates must confirm their identity by supplying official documents
4. Reference requests will ask for confirmation of the applicant's suitability to work with children.
5. We will record the date, timing or reference of checks in an appropriate and accessible way on the school's Single Central Record.
6. Once staff are been employed, school will keep simple records that:
 - Give the name of each staff member and confirmation of their identity.
 - Confirm the authenticity of their qualifications.
 - Show whether they have a criminal record, indicating when these details were last checked and by whom.
 - Confirm that the local authority has carried out those checks and record the date, timing or reference of the check in an appropriate and accessible way.

Reviewed for Governors: November 2016