

**Reviewed Feb 2018  
Next Review Feb 2020**



# **Bewdley Primary School**

## **Safer Recruitment and Selection of Staff**

Bewdley Primary School is committed to safeguarding children, young people and their families and our staff and volunteers.

The welfare of the child is paramount. All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity, have the right to protection from abuse. Everything we do ensures the safety and wellbeing of the children and young people we work with, as well as that of children and young people in general.

We believe that for safeguarding and good practice to happen, we need staff and volunteers who are carefully selected, feel valued, encouraged and who are appropriately trained, managed and supported in their work. Bewdley Primary is committed to safer recruitment processes in order to achieve this.

As Regulated Activity, all staff are required to hold an Enhanced DBS certificate, including a check on the barred list for the children's workforce.

Post-holders are in a position of trust and therefore exempt from the provisions of the Rehabilitation of Offenders Act 1974. Staff must self-disclose any convictions or cautions in line with DBS filtering rules at application stage and advise management of any subsequent charges during employment.

We strive to create an ongoing safe work culture, where everyone is able to challenge and participate. We have clear whistle blowing and safeguarding procedures and a code of conduct in place in order to keep our staff and children safe.

All staff, paid or unpaid, working with children and young people have a responsibility to report any concerns to the appropriate officer and will be supported in doing so. Any suspicions or allegations of abuse will be taken seriously and responded to swiftly and appropriately.