

*The safety and security of all children in our school is of paramount importance to all members of the Christ Church School community.*

This information sheet provides a summary of our safeguarding and child protection procedures for prospective staff members at the recruitment stage. Please ask for copies of our full policy documents for more details or refer to them on our school website.

#### Recruitment and vetting

- At least two references will be sought for all prospective staff members at interview stage (including one from the most recent employer, if available, and covering the last three years, if at all possible).
- All staff members will be required to undergo an enhanced DBS check, which will be repeated periodically, and other appropriate checks.
- In line with KCSIE 2022 and safer recruitment practices, the school will conduct an online search for all shortlisted candidates. The online search is part of our safeguarding checks and will seek publicly available information on candidates' suitability to work with children.
- Knowledge and understanding of all staff members' roles in safeguarding children will be explored at interview.

#### Child protection and safeguarding policies

- All staff members must adhere to our child protection and safeguarding policy (written in line with current national guidance and legislation), having regard to their responsibilities for reporting any concerns to the designated safeguarding lead.
- All staff members are expected to undergo child protection training and to repeat this training periodically.

#### Physical contact with children

- The school has a policy on physical contact with children (written in line with current national guidance and legislation) which all staff members must follow.

#### Safe learning environment

- All staff members must adhere to other related policies and guidance (e.g. health and safety policy, risk assessments, online safety policy and security information and code of conduct in staff handbook) in order to maintain a safe learning and working environment for all.