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Fir Tree Primary School and Nursery

Safeguarding Statement for Recruitment

Fir Tree Primary School and Nursery is committed to safeguarding and promoting the welfare of children and young people and vulnerable adults and fulfilling our statutory obligations as detailed in the DfE statutory guidance, 'Keeping Children Safe in Education'.

We are committed to recruiting candidates who share this commitment and therefore we apply robust recruitment and selection procedures to ensure that the people selected are suitable and that all candidates are subject to appropriate pre-employment checks.

The School is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, sex, gender reassignment, religion or belief, sexual orientation, pregnancy/maternity, responsibilities for dependants, marriage/civil partnership, age, disability or offending background.

Interview

If you are invited for interview for a position working with, or with access to, children and young people and/or sensitive information relating to children and young people, we shall assess your suitability by considering the following:

- Your motivation to work with children and young people;
- Your ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Your emotional resilience in working with challenging behaviours; and
- Your attitude to the use of authority and maintaining discipline.

Pre-Employment Checks

The following pre-employment checks will be undertaken prior to employment and any offer of employment is conditional upon these being returned as satisfactory:

- Identity check
- Evidence of Right to Work in the UK
- References
- Occupational Health/Medical Pre-Employment Screening
- DBS Check (at appropriate level)
- 'Barred List' Check (as appropriate)
- Evidence of qualifications applicable to the role
- Prohibition from Teaching Check (Teaching posts)
- Confirmation of registration with applicable registered body
- S128 Direction Check for managerial positions
- Additional Checks for Overseas Candidates

Before any unconditional offer, successful candidates will also be asked to complete a self-declaration form to declare the following:

- Do you have any unspent conditional cautions or convictions under the Rehabilitation of Offenders Act 1974?
- Do you have any adult cautions (simple or conditional) or spent convictions that are not protected as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020?

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

Guidance on the filtering rules for DBS Checks can be accessed at <https://www.gov.uk/government/publications/dbs-filtering-guidance/dbs-filtering-guide>

False Information

Please note that providing false information is an offence and could result in your application being rejected or your dismissal from employment if you are appointed. The matter may also be referred to the Police.

Policies

Policies, including the Safeguarding, Child Protection and Safer Recruitment Policy and Privacy Notices, can be found on the school website at <https://www.firtreeschool.co.uk/page/?title=Policies&pid=11> or are available on request from the School Office.

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Fir Tree Primary School and Nursery is part of the **Newbury Academy Trust**. Please visit <https://www.newburyacademytrust.org/> to access Trust-wide policies and governance information. Contact 01635 510500 or email office@newburyacademytrust.org for details about the Trust.

Further information

If you have any concerns or questions then please contact office@firtree.newburyacademytrust.org or call the school on 01635 42129

You can seek further independent information from organisations such as:

Citizens Advice Bureau (<https://www.citizensadvice.org.uk/>)

NACRO (<https://www.nacro.org.uk/>)

Unlock (<https://unlock.org.uk/>)