



## Safer Recruitment

It is crucial to ensure that as an Early Years provider we are creating a culture of safe **recruitment** that includes the implementation of a recruitment procedure that will help to eliminate or identify people who might pose a safeguarding or welfare threat.

As a preschool we create a culture of safe recruitment and as part of that we adopt recruitment procedures that help keep our children safe.

We obtain enhanced DBS

Verify a candidates identity

Verify the right to work in the UK

Verify the candidates mental and physical fitness to carry out their work responsibilities.

A check of professional qualifications

Employment history

References

Appropriate references together with interview information

Employers will be given a mandatory induction, which includes familiarisation with child protection responsibilities and procedures to be followed if they have any concerns about a child's safety or welfare.

It is also important to remember that as an employer we are responsible for ensuring that our staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children, creating an environment where staff feel able to raise concerns and feel supported in their safeguarding role.

Ofsted Number 2501831

Date 23/9/2019