



SAFEGUARDING STATEMENT

The Prospere Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment.

In light of this we would like to draw the following matters to your attention:

1. An offer of appointment will be conditional and all successful candidates will be required to:
 - Provide proof of identity
 - Complete an enhanced DBS application and receive satisfactory clearance
 - Provide proof of professional status where relevant
 - Provide actual certificates of qualifications
 - Complete a confidential health questionnaire
 - Provide proof of eligibility to live and work in the UK
 - a signed application form (if not already done, you will be asked to sign your application form during your interview.)

2. Candidates will be short listed against the person specification for the post.

2.1 Two references, one of which must be from your current/most recent employer, will be taken up for all candidates selected for interview.

2.2 References will be sought directly from the referee, and where necessary, will be contacted to clarify any anomalies or discrepancies. Detailed written records will be kept of such exchanges.

2.3 Where necessary, previous employers who have not been named as referees may be contacted in order to clarify any such anomalies or discrepancies. Detailed written records will be kept of such exchanges.

2.4 Referees will be asked specific questions about the following:

- Your suitability to work with children and young people
- Any disciplinary warnings, including time-expired warnings, relating to the safeguarding of children and young people
- Your suitability for the post

2.5 Reference requests will include the following:

- Applicants current position and salary
- Attendance record
- Disciplinary record

2.6 All appointments are subject to satisfactory references, vetting procedures and DBS clearance.

3 Interview

3.1 Any anomalies in your application will be discussed with you at interview.

3.2 Interviews will be conducted by the Headteacher and/or members of the senior leadership team.

3.3 As part of the interview process you may be requested to complete a task. Please check our website for information.
Please familiarise yourself with our Safeguarding Policy which is available on our website.