**Evolve Youth Academy Safer Recruitment policy**

Introduction:

The Safer Recruitment Policy for academies in the UK is designed to provide a safe and secure environment for all children and young people in our care. The policy sets out our commitment to safeguarding and protecting children by ensuring robust recruitment procedures are in place for all staff, governors, volunteers, and contractors working with children in the academy.

Policy Statement:

The academy is committed to ensuring that all individuals who work with children and young people are suitable, competent and qualified to do so, and that the recruitment process is fair, open, and transparent. We will take all reasonable steps to ensure that those appointed to work with children are safe to do so.

Recruitment Procedures:

1. All applicants will be required to complete an application form, which will include a section on their suitability to work with children. The application form will also include details of their employment history, qualifications, and any relevant criminal convictions.
2. We will request at least two references, including one from the applicant’s most recent employer, and will take up these references before making an appointment.
3. All applicants will be subject to an enhanced Disclosure and Barring Service (DBS) check, which will include a check of the Barred List.
4. Interviews will be conducted by a panel of at least two people, one of whom will have completed Safer Recruitment training.
5. All successful applicants will be required to provide evidence of their identity and qualifications before commencing work.
6. Volunteers and contractors who will have contact with children will be subject to the same recruitment procedures as paid staff.

Training and Support:

1. All staff who have contact with children will receive safeguarding training as part of their induction.
2. All staff who are involved in the recruitment process will receive Safer Recruitment training.
3. The academy will provide support and guidance to staff who have concerns about the welfare of a child or young person.

Conclusion:

The Safer Recruitment Policy is an integral part of our safeguarding procedures and is designed to ensure that we recruit the most suitable candidates to work with children and young people in the academy. We are committed to reviewing and updating the policy regularly to ensure that it remains effective and relevant.