

Salop Teaching Partnership Safer Recruitment Statement

The Priory School is our Lead School and as such we operate in line with The 3-18 Education Trust guidelines, policies and procedures. Trainees recruited to our programme must meet relevant safer recruitment checks carried out by ourselves and The University of Chester.

Related Policies:

Policy Name	Owner	Date of current policy	Review Date
Safeguarding and Child Protection Policy and Child Protection Procedures	T3ET/Priory	Autumn Term 2024	Autumn Term 2025
Keeping Children Safe in Education (Sep 24)	Gov.uk	Sep 2024	Sep 2025

As part of our commitment to Safer Recruitment all candidates will be subject to the following pre-recruitment checks:

- **Full employment history** including an explanation of any breaks in employment or education will be provided via DfE application form. Any unexplained breaks in employment/education history will be discussed in interview should candidate be shortlisted
- **Verification of Identification** - All candidates shortlisted for interview will be asked to provide Photographic Identification, Birth Certificate (if available), any certification confirming a name change (Deed Poll/Marriage certificate)
- **Qualifications** – Candidates must provide Degree and GCSE Maths and English certificates
- **References** – A minimum of 2 satisfactory references must be provided via DfE application form (1 Academic and 1 professional).
 - Where a candidate has been employed by or spent time in a School or educational establishment, we will require a further reference from that establishment.
 - Wherever possible, candidates should provide a professional e-mail address for all referees. Where a professional e-mail address is not available, candidates will be asked to explain why and a decision made whether to accept that referee.
 - If the detail provided within any reference is brief or unclear, we may ask for additional detail or further referees to be provided
 - If STP approaches referees that have been provided directly by candidate a Consent form must be signed by the candidate to accompany our reference request
- **DBS** – All recruited candidates must apply for an Enhanced DBS and Children’s Barred list Check via University of Chester.
- **Online Checks** – as part of our due diligence we will carry out an online search for candidate name(s). We will only access information which is available publicly. If anything of concern is identified, it will be used to ascertain candidate suitability to work with children and may also be discussed during interview.
- In addition to the checks above, candidates who have accepted a conditional offer will be expected to meet University of Chester’s admissions criteria including completion of a Declaration of Health questionnaire.