



QUALITY TEACHING STAFF
Specialist Education Recruitment

Safeguarding Policy

Quality Teaching Staff is committed to safeguarding and promoting the welfare of children and young people and expects all staff and candidates to share this commitment. Quality Teaching Staff strictly adheres to the recruitment and vetting checks that must be made on all people who work with children and young people. These requirements are incorporated into Quality Teaching Staff's compliance and vetting procedure as specified by the DfE Safeguarding and Safer Recruitment in Education document.

Before we supply a candidate to a school, **WE WILL HAVE:**

- Undertaken a face to face interview with the applicant
- Confirmed the true identity in line with acceptable documents by the
- Disclosure and Barring Service (previously known as the Criminal Records Bureau)
- Confirmed the address with an independent documents
- Confirmed the right to work in the UK
- Confirmed the authenticity and ownership of all qualifications
- Confirmed the status for completion of the statutory induction period
- Confirmed QTS and check for any active restrictions using Employer Access for all teachers (updated annually)
- Checked the Prohibited list
- Confirmed Overseas-Trained teacher hold UK NARIC and are equivalent to a British Teaching Degree or a PGCE
- Obtained an DBS Certificate or verified a valid DBS Certificate online using the Update Service (updated annually)
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- Obtained an Overseas Police Check for all candidates from abroad
- Any worker who will be working with children under eight are asked to complete a Disqualification by Association form
- Given applicants the opportunity (both verbally and in writing) to declare any convictions, cautions or reprimands, warnings or bind-overs which have occurred including any that would be regarded as spent subject to filtering
- Conducted a risk assessment for any applicant with disclosures on the CRB or Overseas PoliceCheck
- Conducted a Barred List Check on all surnames used (updated annually)
- Checked they are medically fit to work
- Received and verified two satisfactory references covering the past 24 months
- Verified gaps in work history

If you have any questions regarding our policies, please feel free to contact us on: compliance@qtstaff.co.uk