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## Safeguarding Statement

The Earls High School is committed to safeguarding and promoting the welfare and safety of all students and expects all staff and volunteers to share this commitment. As part of our culture we adopt robust recruitment procedures designed to deter and prevent people who are unsuitable to work with children from applying for or securing employment.

Senior staff and governors are safer recruitment trained and receive annual updates to ensure they abide by the statutory guidance provided in the current edition of *Keeping Children Safe in Education*. We employ a strict selection and recruitment policy which includes all statutory checks on staff and regular volunteers including Enhanced DBS (disclosure and barring service) checks.

Shortlisted candidates are required to complete a self-declaration of any criminal record. In addition, as part of short listing we will carry out an online search as part of our due diligence. References are an importance part of our recruitment process.

All offers of appointment are conditional until satisfactory completion of all mandatory pre-employment checks including section 128 management checks, prohibition checks and further checks if the person has lived or worked outside the UK.

The Earls High School has policies and procedures in place to deal effectively with child protection and safeguarding issues, which include tackling radicalisation and extremism. We work closely with other agencies including social care and the police, sharing information where appropriate, following the latest *Working Together to Safeguarding Children* guidance.

All staff are trained to a level appropriate to their safeguarding responsibilities ranging from basic awareness for all, to Level 3 for key staff. Aside from the Designated Safeguarding Lead, we have 10 fully training deputy safeguarding leads. The training is monitored and comprehensive records kept by the DSL.

Our Safeguarding and Child Protection Policy is available on the Policies page [here](#).

Key safeguarding contacts in school are available [here](#).