



Safeguarding and Safer Recruitment Statement

Presfield High School and Specialist College is strictly committed to safeguarding and promoting the welfare of children and young people. We expect all staff, volunteers, and external partners to fully share this commitment.

Because of the vulnerable nature of our pupils with Autism Spectrum Conditions (ASC), our safeguarding culture is robust, proactive, and deeply embedded in our daily practice.

1. Enhanced Pre-Employment Checks

This post is exempt from the Rehabilitation of Offenders Act 1974. The successful candidate will be required to undertake an Enhanced DBS (Disclosure and Barring Service) check with a check of the Children's Barred List prior to taking up the appointment.

Applicants must disclose all spent and unspent convictions, cautions, reprimands, and final warnings that are not protected (i.e. filtered) under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended).

2. Online and Social Media Screening

In accordance with the statutory guidance set out in Keeping Children Safe in Education (KCSIE), the school will conduct online searches—including social media profiles—for all shortlisted candidates. This check is carried out solely to identify any incidents, behaviors, or public statements that may have historical or current relevance to the candidate's suitability to work with children, or that could bring the reputation of the school into disrepute. Shortlisted individuals will be given an opportunity to discuss any findings at the interview stage.

3. References and Verification

- **Timing of Checks:** Professional references will be requested immediately following shortlisting and prior to the interview stage. We do not accept open references or testimonials.
- **Source of References:** One reference must be from your current or most recent employer (the Headteacher or Chair of Governors if you are currently a senior leader).
- **Content:** References will specifically ask about your suitability to work with children, your disciplinary record regarding safeguarding, and your capacity to handle the emotional and physical demands of an SEN leadership role.
- **Verification:** All gaps in employment history must be clearly explained on the application form and will be thoroughly explored during the interview process.

4. Right to Work and Qualifications

Any offer of employment is strictly conditional upon the verification of:

- Your Right to Work in the UK (original passport/documentation required at interview stage).
- Original certificates for all mandatory professional qualifications (e.g., Qualified Teacher Status (QTS), Degree, NPQH if applicable).
- Satisfactory medical clearance assessing fitness for the role.