FunDevelopment Safer Recruitment Policy 2024

Safer Recruitment Policy

February 2024

Next review February 2025

Fun Development will endeavour to ensure that we do our utmost to employ ‘suitable’ staff and allow ‘suitable’ volunteers to work with children by complying with the requirements of *Keeping Children Safe in Education 2022* together with Fun Development and the Solihull Local Authorities Safer Recruitment policies.

Safer recruitment means that all applicants will:

• provide two referees, including at least one who can comment on the applicant’s suitability to work with children

• provide evidence of identity and qualifications

• if offered employment on a contracting basis thus self employed, they will gain and be checked in accordance with the Disclosure and Barring Service (DBS) regulations as appropriate to their role.

• if offered employment, provide evidence of their right to work in the UK

• be interviewed by a panel of at least 2 members that work under the Fun Development Umbrella

All new members of staff and volunteers will undergo an induction that includes familiarisation with Fun Developments child protection and safeguarding policy, staff behaviour policy (code of conduct), other issues as in section 16 of this policy and identification of their child protection training needs.

All staff are required to sign to confirm they have received a copy of the child protection and safeguarding policy and Staff Behaviour Policy (code of conduct).

**Volunteers**

Volunteers/Students/Work placements will undergo checks commensurate with their work in Fun Development and contact with students. Information about the student will be sought in advance from the organisation/educational establishment prior to their start date. Under no circumstances will a volunteer be left unsupervised with a child or a group of children.