

1<sup>st</sup> March 2025



## **SAFEGUARDING STATEMENT**

**Last Updated: 1<sup>st</sup> March 2025**

**Next Review: 1<sup>st</sup> March 2025**

Advantage Education Recruitment Ltd is an employment business supplying temporary workers to work within the education sector. The work seekers that we engage must pass thorough and robust vetting procedures before we can consider them for any placement or assignment with our clients. This policy statement sets out our commitment to comply with the highest standards at each stage of the recruitment process. Our processes are compliant with relevant legislation and the Department for Education's statutory guidance: Keeping Children Safe in Education. We ensure our temporary workers remain compliant throughout their time with Advantage Education Recruitment Ltd by undertaking the checks.

Advantage Education Recruitment Ltd is fully committed to safeguarding the welfare of all children in its care. It recognises the responsibility to promote safe practices and to protect children from harm, abuse, and exploitation.

All staff have undergone and have satisfied all the necessary recruitment and vetting checks, including the need for an Enhanced DBS Disclosure (including Children's Barred List check).

Our rigorous procedures are detailed for each individual on their 'Vetting Sheet' which is supplied to the client for each booking.

Advantage Education Recruitment Ltd undertakes repeat status checks on the Update Service at least once a year, or more often if required by our clients, but no more than four times a year. We always obtain the work seeker's consent to undertake a status check.

For each visit, Advantage Education Recruitment Ltd supplies a secure vetting sheet which includes a photograph, the Enhanced DBS Certificate numbers for the named employees of our organisation, together with the date when each of the DBS checks was undertaken and checked on the update service.

Advantage Education Recruitment Ltd will notify the client of any issues that have been raised as a result of the DBS, so that the setting may make appropriate decisions as to whether the person is suitable to work with children. The vetting sheet also includes confirmation of the dates each check was carried out and the number of appropriate references we have received.

Advantage Education Recruitment Ltd instructs our staff to provide acceptable photo identification on each visit to the setting premises.

Advantage Education Recruitment Ltd has appropriate systems in place to ensure that any organisations to whom we subcontract work in their settings adhere to the aforementioned recruitment and vetting standards.

Advantage Education Recruitment Ltd has a responsibility to act if a candidate becomes unsuitable for employment whilst on placement. If we receive or obtain information which indicates that a candidate is no longer suitable for their current position, we will act immediately in accordance with our Policy Statement for Candidates who become unsuitable and our Complaints Policy & Procedure.

1<sup>st</sup> March 2025

### **Safeguarding and Child Protection referrals**

We work in partnership with safeguarding teams in schools to align our Safeguarding, Child Protection, and Behaviour policies and procedures. All concerns should be reported to the relevant Education Consultant within 1 day, who will notify the Branch Manager and our DSO (Adam Davies). Our DSO will liaise with school safeguarding teams and external agencies as required. Outcomes of investigations will be recorded securely and areas for development discussed at board meetings. Should Advantage Education Recruitment Ltd become aware of concerns about one of our candidates in placement, our DSO will contact the school's safeguarding team within 1 day. Should a referral be made about an Advantage Education Recruitment Ltd candidate they should not automatically be suspended from their placement. This decision will be made in partnership with the school safeguarding team.

### **Our schools:**

- All clients will be asked to provide us with their policies and procedures relating to Child Protection, Safeguarding, and Behaviour Management.
- We will ask all clients to communicate with us about developing risk assessments where required.
- In partnership with our clients, we will collate a list of all key staff involved in Safeguarding and Child Protection and agree on a clear pathway of communication should concerns be raised.