

Safer Recruitment-Our Commitment

Staying true to the principles of our founding organisation, the Royal Society for the encouragement of Arts, Manufactures and Commerce (The RSA), of 'undertakings for the public good we take a practical view of social justice, moving from powerful thinking into practical action. We consider how our people, places and processes can best support social justice, putting this commitment into practice. Fundamental to this are inclusion and equity. Creating the culture in order to best deliver our vision in practical ways is what [Our Distinctive Culture document](#) seeks to support.

We put pupils'/students' wellbeing at the heart of everything that we do and, therefore, do all that we can to ensure those who work for us share our commitment. This is reflected in our rigorous recruitment processes and pre-employment checks.

We select the best candidates through good, thorough recruitment practice, ensuring equality of opportunity, and deterring, or rejecting, those who may not be suitable to work in Central Region Schools Trust.

All roles require the following:

- We will only consider applications which are submitted with our application form.
- Your identity must be confirmed by sight of original official documents such as a birth certificate and photo identification such as a passport.
- Original documents relating to all professional qualifications required to fulfil the post must be supplied.
- Full employment and education history since leaving secondary education must be provided. All gaps in employment and education history will be scrutinised by the selection panel to ensure there are no causes for concern.
- We will request a minimum of two references. The identity of all referees will be verified and they will be asked to comment on your suitability for the role you are applying for.
- We will consult any relevant records we hold which may provide additional information on your suitability.
- We will carry out online searches as part of our due diligence on shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which we might want to explore with you at interview.
- We will ask you to provide details of any criminal history as appropriate. Guidance will always be provided in your application to help you understand what you must declare and when.
- Throughout selection, including at interview, the panel will probe your values and motivation for working for Central Region Schools Trust.

At all stages, information you provide us with will be treated in confidence and in full accordance with legal requirements.

All our posts involve working with children, other vulnerable groups or in a position of trust and are therefore exempt from the provisions of the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Successful candidates will be required to undertake an Enhanced Disclosure via the Disclosure and Barring Service.

You do not have to consent to these checks. However, if consent is withheld or revoked at any stage, we will be unable to proceed with your application.

All our employees are expected to understand their duties and responsibilities in relation to safeguarding children, young people and vulnerable adults. For those who are successful in joining Central Region Schools Trust, this is continually assessed through day-to-day performance management.

You can find out more about our approach to safeguarding by reading our [Child Protection and Safeguarding Policy](#).