



Park Gate Primary School

Safer Recruitment Notice

Our Commitment to Safeguarding

Park Gate Primary School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment.

Pre-Employment Checks

All appointments are subject to satisfactory completion of pre-employment checks, including:

- Enhanced DBS (Disclosure and Barring Service) check with barred list information
- Verification of identity
- Verification of qualifications
- Verification of professional status (where applicable)
- Right to work in the UK
- Medical fitness
- Overseas checks (where applicable)
- References from previous employers
- Prohibition from teaching check (for teaching posts)
- Section 128 check (for management positions in academies)
- Childcare disqualification check (where applicable)

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975

This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974. The amendments to the ROA 1974 (Exceptions Order 1975, (amended 2013 and 2020)) provide that when applying for certain jobs and activities, certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Keeping Children Safe in Education

What this means for applicants:

If you are appointed to this role, you will be required to apply for an enhanced DBS certificate. Due to the nature of the work, this position is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Therefore, you must declare:

- All unspent convictions and conditional cautions
- All spent convictions and adult cautions (except those that are 'protected' under the DBS filtering rules)

DBS Filtering:

Not all criminal records will be disclosed on a DBS certificate. The DBS filtering rules mean that certain old and minor offences will not appear. For more information about which convictions and cautions are protected (filtered), please refer to the [Ministry of Justice guidance on the Rehabilitation of Offenders Act 1974](#) and the [DBS filtering guide](#).

Regulated Activity

It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. Keeping Children Safe in Education

Safeguarding Policies

Our child protection policy and policy on the employment of ex-offenders are available on our website.

Equal Opportunities

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.