



Durham Tees Valley School
Egglescliffe School and Sixth Form
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Durham Tees Valley School Safer Recruitment

Ensuring the safety of students is of utmost importance at DTVS. To achieve this, safer recruitment practices must be implemented to ensure that staff and volunteers are fit to work with children. The Department for Education has provided statutory guidance in its Code of Conduct for Out of School Settings, which DTVS follows.

Safer recruitment should be an ongoing process as new information arises to identify any potential dangers that could compromise the safety of children. The goal is to create a secure environment where everyone is committed to keeping children safe from harm. For DTVSs to establish a robust and safer recruitment environment, we should consider the following:

- Develop a safer recruitment policy outlining the process of hiring suitable staff and identifying and rejecting applicants who may pose a risk to DTVS students. **This policy should be reviewed annually.**
- Ensure that at least two people responsible for hiring at the DTVS, such as the head teacher and a DTVS Board member, have received accredited training on safer recruitment.
- All staff, including teaching and non-teaching personnel, must have undergone Safeguarding & Child Protection training within the last two years.
- Know how to respond to any concerns that arise during the recruitment process or once a member of staff has started their role.

If you require any support to enhance safer recruitment in DTVS, such as training or policies, please email: dtvschool2014@gmail.com

Thank you,

Kind regards,

Durham Tees Valley School.