

Normanby Primary School, Ironstone Academy Trust

Employment and vetting of staff: information for parents and carers.

Safer recruitment and Safeguarding – key information for parents

Normanby Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Safer recruitment practice and pre-employment checks are undertaken before any appointment is confirmed.

Every post in the Academy is subject to an enhanced Disclosure and Barring Service (DBS) check. Additionally we undertake an Associated Person check on all staff and check that they have appropriate qualifications and experience for their position. Anyone who is appointed to carry out teaching work will also require an additional check to ensure they are not prohibited from teaching. For those engaged in Management roles an additional check is undertaken to ensure they are not prohibited under section 128 provisions.

The school undertakes regular audits of its practice, these are supported by appropriately trained external consultants.

The Head teacher reports on such matters on a termly basis to the Governing Body, who also undertake their own independent inspection of our Single Central Record.

Formal, termly, supervision takes place of staff who have specific responsibility for safeguarding.

Training has been given to all staff regarding serious case reviews and all staff receive an annual training update in this area; additional courses are attended by staff as indicated by our self-assessment process.

NPS plays an important part in the wider safeguarding system for our children. This system is described in statutory guidance; working together to safeguard children. Safeguarding and promoting the welfare of children is everyone's responsibility of everyone in our school. Staff at NPS will always consider, at all times, what is in the best interest of the child.

Carl Faulkner
Head Teacher

