



Our Statement on Keeping Children and Young People Safe

We are committed to safeguarding and promoting the welfare of children and young people. We believe that every child has the right to feel safe, be protected from harm, and be treated with dignity and respect. Safeguarding is everyone's responsibility, and we expect all staff, hosts, volunteers, trustees, contractors and job candidates to share this commitment.

Our recruitment and selection processes are designed to be fair, consistent and robust, while ensuring that safeguarding considerations are embedded at every stage. This includes clear role descriptions, appropriate shortlisting, values-based and safeguarding interview questions, verification of identity, checks on Right to Work in the UK and qualifications, references, and all other legally required checks relevant to the role.

All candidates should be aware that appointments may be subject to satisfactory safeguarding checks, including reference checks and, where applicable, Disclosure and Barring Service checks. We will explore any gaps in employment, relevant criminal history, safeguarding concerns, or information arising during the recruitment process in line with legal requirements and safer recruitment practice.

Successful candidates will be expected to uphold our safeguarding policies and procedures, act promptly on concerns, maintain appropriate professional boundaries, and contribute to a culture where children and young people are listened to, respected and protected.