Safeguarding Children and Safer Recruitment Statement

Stone Soup Academy is committed to safeguarding and promoting the welfare of children. The Academy adopts the requirements laid out in the Department for Education's document 'Safeguarding Children and Safer Recruitment (2012)' and expects all staff and teachers on its register to share this commitment and to be fully aware of the importance of child protection.

In addition, STONE SOUP ACADEMY is committed to ensuring that its obligations under the 'Safeguarding Vulnerable Groups Act'.

To ensure best practice and safeguarding in recruitment, relevant members of staff have undertaken a 'Safer Recruitment' accredited course provided by NSPCC.

Recruitment and Vetting checks

STONE SOUP ACADEMY carries out the following recruitment and vetting checks on all candidates:-

- A personal face-to-face interview with every candidate.
- Identity checks.
- Proof of address confirmed from independent documents.
- Right to work in the UK and any necessary entry clearance certificates, work permits or immigration along with a valid up to date passport
- Authenticity of all teaching qualifications
- Verification that staff/teachers and not subject to a prohibition order
- Verification of QTS
- Confirmed that Overseas Trained Teachers hold teaching qualifications which are deemed by UK NARIC to be equivalent to a British teaching degree or PGCE.
- Enhanced DBS disclosure and children's barred list information check carried also using the portability process approved by the Department for Education.
- For all candidates coming from another country, a current police clearance is obtained.
- All candidates are asked to declare any unspent convictions

- Verification that candidates are medically fit to work.
- Additional checks include Teachers sanctioned in other EE states, have failed induction or probation, prohibited from their profession, general teaching council for England sanctions (GTCE)
- Section 128 barring directions
- Obtained at least two satisfactory professional references, one of which is from the candidate's most recent employer.
- Verified any gaps in the candidate's history.

A record is stored to show that the above checks have been carried out on our SCR.

Duty of Care

All staff have a duty to keep young people safe and to protect them from sexual, physical and emotional harm. Children have a right to be safe and to be treated with respect and dignity. All agency staff are expected to take reasonable steps to ensure the safety and well-being of pupils. Failure to do so may be regarded as professional neglect.

STONE SOUP ACADEMY recognises its duty of care to all supply staff and abides by a culture of openness and support.

At the start of each academic year all staff participate in:-

- Training on the current edition of KCSIE
- Training on safeguarding using Educare

Throughout the academic year

Safeguarding and student welfare training using Educare appropriate to the personalised needs of the cohort.

Support for students using external organisations and counsellors when appropriate.

During induction all newly appointed staff are:

- required to read and agree to our Child Protection Policy
- Required to meet with deputy DSL to go through safeguarding procedures and use of the CPOMs system
- Read the current KCSIE and sign that they have read and understand part 1 and part 2 if applicable to their role.

We require our staff to:

- Immediately report any allegations against staff in line with the Academy Whistleblowing Policy.
- Allegations must be reported to the Chair of Governors if concerning the Principal
- Allegations must be reported directly to the Head Teacher if concerning a member of staff including supply staff.

STONE SOUP ACADEMY will work closely with all parties involved, including the school, the Local Authority Designated Officer, Social Services and the Police. It will act on any requirements put in place during the process.

This statement must be read alongside:-

- **Anti-bullying (contained within the Behaviour Policy)**
- **Child protection policy**
- **PSHE**
- **Behaviour and attendance**
- **SEND**
- **Health and safety**
- **Safe recruitment**
- **Physical intervention (contained within the Behaviour policy)**
- **E-safety (social media/GDPR)**
- **Management of Allegations**
- **Whistleblowing policy**
- **Visitors policy**
- **Staff Handbook**

September 2026

Younes Henini

Head Teacher