



# **Safer Recruiting Policy**

**Dated: 01/01/2025**

**Review: 01/01/2026**

# Recruitment

The Construction School carries out safe recruitment checks on everyone who works for it. All roles require an Disclosure and Barring Service (DBS) or Disclosure Scotland check and two references before the individual joins. Individuals may be subject to an enhanced DBS check and a check of social media because their role may bring them into regular contact with children. The School employs a company to carry out this function.

Anyone interviewed for a post with The Construction School, will need to show an understanding of safeguarding that is relevant to the role that they are applying for.

# Expectations of staff

Everyone working for The Construction School has a responsibility to familiarise themselves with this safeguarding policy and the procedures that go with it. They must maintain a proper focus on the safety and welfare of children in all aspects of their work.

Anyone who works for The Construction School must inform the Director if they become the subject of an allegation involving a safeguarding concern or abuse against a child. If anyone is in doubt whether the situation or allegation is relevant they should seek advice.