



Safeguarding and Safer Recruitment Statement

Safeguarding Commitment

At Littledown School, we are fully committed to safeguarding and promoting the welfare of all pupils. As a primary special educational needs (SEN) school, we recognise our particular responsibility to protect children who may be more vulnerable due to their additional needs, communication differences, disabilities, or individual circumstances.

The welfare of children is paramount. We expect all staff, governors, volunteers, contractors, visitors, and partner agencies to share our commitment to safeguarding and to act in the best interests of every child at all times. Our safeguarding culture promotes vigilance, professional curiosity, early intervention, and a child-centred approach to decision-making.

The school operates in accordance with statutory safeguarding guidance, including **Keeping Children Safe in Education (KCSIE)**, which sets out the legal duties schools must follow to safeguard and promote the welfare of children.gov

Safer Recruitment

The school is committed to robust safer recruitment practices designed to deter, identify, and reject unsuitable applicants from working with children.

All recruitment processes are conducted in line with KCSIE safer recruitment requirements and include, as appropriate:

- A safeguarding-focused recruitment process and candidate scrutiny.
- Verification of identity.
- Verification of the right to work in the UK.



- An Enhanced Disclosure and Barring Service (DBS) check.
- A Children's Barred List check where the role involves regulated activity.
- Verification of professional qualifications and professional status where required.
- Verification of employment history and exploration of any gaps.
- Obtaining and scrutinising references prior to appointment wherever possible.
- Online, social media checks completed and scrutinised alongside references.
- Prohibition from teaching checks for relevant teaching staff.
- Section 128 checks where required.
- Overseas criminal record and suitability checks where applicants have lived or worked abroad.
- Health and fitness checks in accordance with employment legislation.

These checks are completed before an individual commences work with pupils unless specific statutory circumstances permit otherwise. Guidance on safer recruitment and pre-employment checks is set out within KCSIE.

Safeguarding Training and Culture

All staff receive safeguarding and child protection training appropriate to their role, including induction training on appointment. Staff are required to read and understand Part One of KCSIE and are regularly updated on safeguarding developments, local procedures, and emerging risks.gov

Concerns about a child's welfare are reported immediately in accordance with the school's safeguarding procedures and are managed by the Designated Safeguarding Lead (DSL) and Deputy DSLs, working in partnership with external agencies where necessary.



Vigilance and Reporting

Everyone working within the school has a responsibility to safeguard children. Any concerns regarding the conduct of an adult, including allegations that may indicate a person poses a risk of harm to children, will be managed in accordance with statutory guidance and local safeguarding procedures.

By maintaining rigorous recruitment practices, ongoing vigilance, and a strong safeguarding culture, Littledown School seeks to provide a safe, supportive, and nurturing environment in which every child can learn, thrive, and achieve their full potential.

Miss Angela Mumford
Head Teacher