



ARTISTIV

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Safeguarding Children and Safer Recruitment

ARTISTIV confirms that it works in compliance with the current requirements outlined in the **KCSIE and ISCB's Safeguarding Children and Child Protection Policy Template**.

ARTISTIV adheres strictly to **REC's Code of Professional Practice** and to the specific recruitments and vetting checks outlined in the **DCSF's Safeguarding Children and Safer Recruitment in Education and ISCB's Safer Recruitment Guidelines**.

Compliance with these guidelines is regularly and closely audited.

At ARTISTIV we have:

- Undertaken a standardised, personal face-to-face interview with the applicant.
- Confirmed identity in line with acceptable documents approved by the DBS.
- Confirmed right to work in the United Kingdom and obtained all necessary entry clearance certificates, work permits and immigration documents.
- Confirmed proof of address from two independent documents.
- Obtained an enhanced DBS Disclosure (including the acceptance of disclosures that have been issued by an agency or Local Authority under the portability process approved by the DfE and the REC Education Sector)
- Asked candidates at verbal vetting stage, on the written application form, and at interview to declare any convictions, cautions or reprimands, warnings or bind-over orders which they may have received, including those regarded as 'spent'.
- Conducted standardised Risk Assessment on applicants with disclosures on their DBS or foreign police clearance.
- Applied for, received, and verified two independent references, including one from the candidate's current or most recent employer.
- Confirmed the authenticity and ownership of all professional and/or teaching qualifications.
- Verified any gaps in the applicant's work history
- Confirmed that the candidate is medically fit to work in an educational setting.
- Confirmed that the candidate's fluency of English is sufficient to effectively carry out their prescribed duties.