

## TeacherHub Safeguarding Policy

TeacherHub Ltd is committed to our responsibilities for safeguarding and keeping children safe in education, and expects all our staff and candidates to both share this commitment and be fully aware of their child protection responsibilities.

TeacherHub adheres strictly to the specific recruitment and vetting checks which must be made on all people who wish to work with children or young persons, which are prescribed by the DfE [Keeping Children in Education \(2016\)](#) statutory guidelines. Furthermore we are committed to the highest standards and best practice to ensure the following objectives:

- To prevent unsuitable people working with children and vulnerable adults.
- To promote safe practices and proactively challenge unsafe or poor practices.
- To adopt a partnership approach with all stakeholders involved in the placement of candidates in to education or care establishments.

We are also fully committed to meeting our obligations under the [Safeguarding Vulnerable Groups Act 2006](#) and [Childcare \(Disqualifications\) Regulations 2009](#) as an employer in relation to barred persons and to the sharing of information to the Disclosure and Barring Service.

TeacherHub Ltd undertakes the following safeguarding checks before placing any candidate into a role where they have access to children or young or vulnerable people:

- ✓ A face to face interview during which all original documents are viewed, copied and stamped as original seen.
- ✓ Full employment history review covering a minimum of 10 years (where relevant), covering reasons for any employment gaps.
- ✓ Proof of identity
- ✓ Proof of eligibility to work in the UK.
- ✓ Disqualification by association declaration.
- ✓ Proof of NI
- ✓ Proof of address in line with accepted documents by the DBS.
- ✓ NCTL teacher services portal to confirm
  - The candidate holds no disciplinary sanction prohibiting them from working as a teaching professional.
  - The candidate is not on the barred from working with children lists, against all names used by the candidate.
  - The candidate has fully completed their QTS induction.
- ✓ Medical and fitness to teach declaration.
- ✓ QTS confirmation (where applicable).
- ✓ Qualification certificates
- ✓ Overseas police check (if applicable). This covers any non UK national or UK national who has spent a period of 3 months or more abroad.
- ✓ UK NARIC confirmation of equivalency to UK teaching qualifications for any overseas trained teachers.

- ✓ An enhanced DBS check – either our own or another employer’s validated against the DBS Update Service, against all surnames used by the candidate.
- ✓ Criminal records and disciplinary action declaration.

At registration interview, all TeacherHub candidates are required to agree to our Child Protection Policy and are provided with clear guidelines in the form of our Safeguarding Children document, which covers:

- ✓ Physical contact
- ✓ Social contact
- ✓ Communication with pupils (including use of electronic devices, social networking sites or web-based channels).
- ✓ Behaviour management.
- ✓ What to do if I’m worried a child is being abused
- ✓ What to do if there is a child protection allegation made against me whilst working for TeacherHub.

TeacherHub will ensure that all our supply staff have completed Safeguarding training and for those who have not, we ensure that they complete the relevant training via our CPD provider.