

4 COMPLIANCE STANDARDS

1.0 RECRUITMENT

The school has as a priority the recruitment of appropriately qualified and experienced staff.

STANDARD	REFERENCE	EVIDENCE
<p>1A The school recruitment process is fair and transparent and ensures that appropriate staff and volunteers are appointed. This applies to all staff, teaching and non-teaching.</p>	<p><i>Article 3 UNCRC the institutions, services and facilities responsible for the care or protection of children shall conform with the standards established by competent authorities, particularly in the areas of safety, health, in the number and suitability of their staff, as well as competent supervision</i></p> <p><i>BSO Standards for Inspectorates Part 4 sections 17-20</i></p> <p><i>OFSTED Early Years Inspection Handbook Aug 2015 (reference 150068)</i></p>	<p>Evidence in this section could include for example:</p> <ul style="list-style-type: none"> • The recruitment process itself and any policies relating to equal opportunities • The way in which the school pursues safer recruitment policies • Reference and identity checking, police/DBS checks as appropriate • Proper records are kept of all staff appointments both current and past • Checks are made to ensure the safety of students; staffing ratios are appropriate and include EYFS guidelines
<p>1B All staff within the school, including volunteers and supply staff, meet high standards of child protection and the safeguarding of students.</p>	<p><i>Article 19 UNCRC (3) take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment, exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child</i></p> <p><i>Article 34 undertake to protect the child from all forms of sexual exploitation and sexual abuse</i></p> <p><i>BSO Standards for Inspectorates Part 4 sections 18-20</i></p> <p><i>OFSTED Early Years Inspection Handbook Aug 2015 (reference 150068)</i></p>	<p>Evidence in this section could include for example:</p> <ul style="list-style-type: none"> • School's policies/protocols for child protection • The provision of INSET/ communication on this issue – evidence of regular training of all staff and induction of new staff • Procedures are in place to ensure the appropriate use of supply staff • Links with appropriate external agencies

