

Centre Stage Performing Arts School

Safer Recruitment Policy

Centre Stage Performing Arts School (CSPAS) is committed to making sure its staff and volunteers are suitable to work with children and young people. We take our responsibility to create a safe and positive environment seriously and commit to keeping children safe from harm. Safer Recruitment for CSPAS is a continued process, we are committed to by implementing strong safe practices through;

- Advertising of vacancies widely.
- Carefully consider the job description and prepare an information pack
- Ask for a written application including identification, proof of qualifications, criminal records declaration spent or otherwise and previous employers references.
- Identify and reject applicants who are unsuitable to work with children.
- Respond to concerns and report if necessary about the suitability of applicants if the issue should arise during the recruitment process.
- Implement an induction period for new staff and volunteers where they will need to participate in which includes child protection.

All staff and volunteers will be instructed to read this policy and future updates along with our other safe guarding policies, as essential training to work with CSPAS children and young adults.

Last reviewed September 2021

Signed RJ Henman

CSPAS Safer Recruitment policy is reviewed on a yearly basis.