



CHILD PROTECTION POLICY STATEMENT

General Statement

Ardingly College/Ardingly Projects is committed to safeguarding and promoting the welfare of children and young adults and expects all staff, contractors and volunteers to share this commitment. Consequently, all applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Criminal Records Bureau (CRB) and/or the Independent Safeguarding Authority (ISA).

Employment

All employment at Ardingly College/Ardingly Projects is exempt from the Rehabilitation of Offenders Act 1974 and, therefore, all convictions, cautions and bind-overs, including those regarded as 'spent', must be declared.

As part of the employment selection process, as well as carrying out Enhanced CRB/ISA checks, we will check with the current and past employer of any potential employee and ask about any disciplinary offences relating to children, including any in which the penalty is 'time-expired' and whether the candidate has been the subject of any child protection concerns and, if so, the outcome of any enquiry or disciplinary procedure.

Equal Opportunity and Employment

Ardingly College/Ardingly Projects is an Equal Opportunity Employer. We select all candidates for interview based on their skills, qualifications and experience. The College welcomes applications for all posts from appropriately qualified persons regardless of gender, ethnic origin, religion or belief, disability, sexual orientation or age.

Policy on the Recruitment of Ex-Offenders

Having a criminal record is not necessarily a bar to employment at Ardingly College/Ardingly Projects unless the offence relates to the protection of Children or Young Adults. Employment will depend on the nature of the position and the circumstances and background of the offence.

At interview, we encourage applicants to tell us the details of any criminal record they have and ensure that an open and measured discussion takes place on the subject of these offences and other relevant matters. Failure to reveal information that is directly relevant to the position sought could lead to the withdrawal of an offer of employment. This information is only seen by those who need to do so as part of the recruitment process.

We ensure that all those at Ardingly College/Ardingly Projects who are involved in the recruitment process have a suitable understanding of the relevance and circumstances of offences. We also ensure that they receive appropriate guidance in the relevant legislation relating to the employment of ex-offenders.

We undertake to discuss any matter revealed in a disclosure with the person seeking the position before withdrawing a conditional offer of employment.