



## Coworth-Flexlands School

### Child Protection and Equal Opportunities

All staff at Coworth-Flexlands School recognises that they have a duty to promote the welfare of the children entrusted to them. They accept that they have a pastoral responsibility towards their pupils and that the pupils have a fundamental right to feel safe and to be protected from harm.

Before the appointment of a new member of staff, careful checks are made on the suitability of all staff with access to children within the school.

Referees will initially be contacted by telephone and then invited to write before the short-listing interview. One referee should be your current employer and where applicable, your last contact at last post working with children. For teaching staff your Head will be contacted.

The successful candidate will be checked and required to complete an Enhanced CRB check before final acceptance for their appointment.

At Coworth-Flexlands School we have policies and an ethos that promotes equality of access and the opportunity for all children to learn and make progress whatever their age, gender, ethnicity, special educational needs or competence in English.

At Coworth-Flexlands School we promote equality of access and the opportunity for all appropriately qualified staff to work in this school whatever their age, gender and ethnicity.

The school has current policies and procedures for child protection, security and equal opportunities. All interviews will include questions about safeguarding children.