

ENGINEERING IN MOTION SAFER RECRUITMENT POLICY

Purpose

F1 in Schools is committed to the safety and wellbeing of all young people involved in our programs. This policy outlines the steps we take to ensure that anyone working with us is suitable to work with children and young people.

Scope

This policy applies to the recruitment of all staff, volunteers, and contractors who are part of F1 in Schools in England.

1. Recruitment Process

Job Advertisements

- All job adverts will state that we are committed to safeguarding and that successful candidates will need to pass certain checks.

Application Stage

- Applicants will be asked to provide their work history and references.
- They will also be asked to explain any gaps in their employment.

2. Interviews

- Shortlisted candidates will be interviewed to assess their experience and attitude towards working with young people.
- Candidates will need to provide proof of identity, right to work, and any necessary qualifications.

3. Pre-employment Checks

Before confirming a job offer, we will:

- Contact at least two references, including the most recent employer.
- Carry out a Disclosure and Barring Service (DBS) check for anyone who will be working directly with young people.

4. Induction and Training

- All new staff and volunteers will receive an introduction to our safeguarding policies.
- We will provide ongoing training to make sure everyone understands their responsibilities for keeping young people safe.

5. Monitoring and Support

- Staff and volunteers will be regularly supervised to ensure they continue to meet safeguarding expectations.
- Any concerns about someone's suitability will be addressed promptly.

6. Policy Review

This policy will be reviewed each year to ensure it stays up to date with any changes in laws or best practices.