

Safer Recruitment Policy

**Policies**

# Safer Recruitment Policy

# Introduction

Laine Theatre Arts is committed to safeguarding the welfare of children, young people, and vulnerable adults. This policy outlines our approach to safer recruitment, ensuring that all staff, volunteers, and contractors are suitable to work with students.

# Key Principles

* 1. Safeguarding

We prioritise the safety and well-being of our students.

* 1. Compliance

We adhere to UK safeguarding laws and follow our safeguarding and child protection policy which can be found on the policy page of our website: [www.laine-theatre-arts.co.uk](http://www.laine-theatre-arts.co.uk)

* 1. Transparency

Recruitment is fair, consistent, and based on safeguarding principles.

# Recruitment Process

* 1. Job Descriptions

All roles will clearly state safeguarding requirements and include the need for an Enhanced DBS check.

* 1. Application and Shortlisting

Candidates must submit a completed application, including references. Shortlisting will focus on safeguarding and relevant experience.

* 1. Background Checks

Successful candidates must undergo an Enhanced DBS check, with references and (or) recommendation, if necessary, overseas background checks.

* 1. Offer and Induction

Conditional offers are made pending satisfactory checks. New staff will receive safeguarding training and an induction to our policies.

# Volunteer Recruitment

Volunteers will follow the same recruitment procedures as staff, including DBS checks and safeguarding training.

# Allegations Against Staff

Any allegations of misconduct will be thoroughly investigated, with appropriate action taken in line with the relevant disciplinary policy.

# Conclusion

This policy ensures that we recruit only those who are fit to work with young people, maintaining a safe environment for our students at all times.

# KEY DATA

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