



Trevonne Safer Recruitment Policy

Trevonne Stage School recognises that anyone may have the potential to abuse children in some way and that all reasonable steps are taken to ensure that unsuitable people are prevented from working with children and young people.

The aims of Trevonne's safer recruitment policy set out our organisation's commitment to:

- ensure compliance with all relevant legislation, recommendations including the statutory guidance published by the Department for Education (DfE), Working Together to Safeguarding Children 2024, Safeguarding recruitment and any other guidance or code of practice published by relevant supporting bodies and the Disclosure and Barring Service (DBS).
- All volunteers/staff complete an application form. This will elect information about an applicant's past and a self-disclosure about any criminal record
- Where eligible require a DBS check.
- Two confidential references, including one regarding previous work with children. These references must be taken up and confirmed through telephone contact
- Evidence of identity (passport or driving licence with photo)
- identifying and rejecting applicants who are unsuitable to work with children and young people
- responding to concerns about the suitability of applicants during the recruitment process
- ensuring all new staff and volunteers participate in an induction which includes child protection
- ensure that no job applicant is treated unfairly on any grounds including race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital or civil partner status, disability or age;
- responding to concerns about the suitability of employees and volunteers once they have begun their role

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become associated with Trevonne, guidance will be sought from IDTA and RAD

It is accepted that Trevonne Stage School aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within dance and musical theatre.

Useful numbers:

- NSPCC 24-hour Helpline 0808 800 5000 or text 88858 or email help@nspcc.org.uk