RYDE SCHOOL
WITH UPPER CHINE

ADVISORY NOTE TO APPLICANTS

Ryde School is committed to safeguarding and promoting the welfare of its pupils. Our policy of recruitment is written in accordance with statutory government guidance 'Keeping Children Safe in Education' and the Independent Schools Inspectorate regulatory requirements. A number of mandatory safer recruitment checks, aside from previous employment history and references are required prior to appointment and these are noted below:

Disclosure and Barring Service (DBS) checks

The School is entitled, under arrangements introduced for the protection of children, to check with the Disclosure and Barring Service (DBS) for the existence and content of any criminal record of the successful applicant prior to the confirmation of appointment. The DBS maintains 'barred lists' of individuals who are unsuitable to work with children and vulnerable adults. Where barred list information is requested, the certificate will also show whether the applicant is subject to a direction under S167A of the Education Act 2002. The successful applicant will, therefore, be requested to complete a disclosure form and produce various documents. Failure to consent to this could prevent the application being considered further. Information received from the DBS will be kept in strict confidence. The work for which you are applying involves substantial opportunity for access to children and is exempt from the Rehabilitation of Offenders Act 1974. You are, therefore, required to declare any convictions, cautions, bind-overs or prosecutions pending which you may have, even if they would otherwise be regarded as "spent" under this Act. These details should be enclosed in a separate, sealed envelope marked "Confidential" for the attention of the Head Master and be returned with your application.

The disclosure of a criminal record will not debar you from appointment unless the School considers that the conviction renders you unsuitable for appointment. In making this decision, consideration will be given to the nature of the offence, how long ago and what age you were when it was committed and any factors which may be relevant.

Failure to declare a conviction, caution or bind-over may, however, disqualify you from appointment or result in dismissal or disciplinary action if the discrepancy comes to light.

IDENTITY

The School is required to check photographic evidence (such as a passport) as to the identity of the successful applicant, and obtain confirmation of his or her present address, from evidence such as a utility bill.

RYDE SCHOOL
WITH UPPER CHINE

ADVISORY NOTE TO APPLICANTS

YOUR RIGHT TO WORK IN THE UNITED KINGDOM

If your application is successful, it will be necessary under statutory provision for you to provide evidence of your right to work in the United Kingdom. This can be provided by documentation such as; a passport showing the holder is a British Citizen; or a citizen of the UK and Colonies having the right of abode in the UK, or is a national of a European Economic Area or Switzerland. Alternatively a full birth or adoption certificate issued in the UK **together with** an official document giving your permanent National Insurance number. The full list of acceptable documents can be found here.

CONFIRMATION OF QUALIFICATIONS

The School is required to check the qualifications of all successful applicants, and a successful applicant will be asked to submit original copies of relevant qualifications such as degree certificates.

PROHIBITION CHECKS (TEACHING AND MANAGEMENT)

The School is required to check that anyone employed or engaged to carry out teaching work in school is not subject to a prohibition order issued by the Secretary of State. The School is also required to check whether staff appointed to management positions are subject to a section 128 direction.

OVERSEAS CHECKS INCLUDING CHECKS FOR EEA PROFESSIONAL SANCTIONS

Where an applicant is living or has lived outside of the UK, the School will, in accordance with government guidance, carry further checks such as an international equivalent of a DBS and a check for EEA teaching sanctions and professional prohibitions.

DISQUALIFICATION FROM CHILDCARE

Staff involved in Early or Later Years childcare, must disclose whether they are disqualified subject to the Disqualification from Childcare Act 2006.

MEDICAL FITNESS

The School must satisfy itself of the medical fitness of staff to carry out the duties of the post applied for. Medical fitness includes both physical and mental health.