

## **Our commitment to safeguarding children, young people and adults at risk**

Suffolk Family Carers is committed to safeguarding and promoting the welfare of children, young people and adults at risk. Safe recruitment of staff and volunteers is central to this commitment. We will ensure that our recruitment policies and practices are robust, and that, to the best of our ability, our selection procedures prevent unsuitable people from gaining access to children, young people and adults at risk. All adults who work with or on behalf of children and young people in these organisations must be competent, confident and safe to do so.

All posts working with children, young people and adults at risk, and share the commitment to safeguard and promote the welfare of children, young people and adults at risk when applying for jobs within Suffolk Family Carers.

This commitment is expressed through the following requirements:

### **Recruitment:**

Failure to adhere to the following requirements means that an applicant will not be employed to work with children, young people and/or adults at risk.

- Applicants for all relevant posts which involve work with children and young people or adults at risk will be required to undertake an enhanced DBS (Disclosure and Barring Service) check if an offer of employment is made and will not be able to take up post until a satisfactory check has been received.
- Applicants are required, when completing an application for a post within these services, to supply full education and employment history since leaving secondary school, with explanations for any gaps.
- An applicant's personal commitment to safeguarding children, young people, or adults at risk will be explored through the interview process.
- Successful applicants must show proof of identity, qualifications, and various other pre-employment clearances before a firm offer of employment is made.

### **Employment:**

Failure to adhere to the following requirements may result in summary dismissal.

- To participate in induction processes, professional supervision and annual appraisal, where the employee's ability to safeguard children, young people or adults at risk through professional involvement and personal conduct will be guided and assessed.
- To undertake mandatory training, including safeguarding training, as appropriate to their duties and role.
- To familiarise themselves with all relevant policies and procedures, produced by the relevant services.