Safer Recruitment and Employment Statement – Luccombe Hub

Luccombe Hub is fully committed to safeguarding and promoting the welfare of children and young people. We adhere to the statutory guidance set out in *Keeping Children Safe in Education (KCSIE) 2025*, the Children Act 1989 and 2004, and all relevant safeguarding legislation.

In line with KCSIE 2025, Luccombe Hub operates robust safer recruitment procedures to ensure that all staff, volunteers, contractors, and governors are suitable to work with children. Our recruitment process includes:

- Verification of identity and right to work in the UK
- Enhanced Disclosure and Barring Service (DBS) checks, including children's barred list checks where required
- Verification of qualifications and professional status (where applicable)
- Employment history checks and satisfactory references
- Online searches as part of due diligence
- Prohibition checks (for teaching roles where applicable)
- Section 128 checks (where applicable for management roles)

No individual will be permitted to commence regulated activity without the appropriate statutory checks being completed and verified in accordance with KCSIE 2025.

All staff employed at Luccombe Hub are required to declare that:

- They are not barred from working with children.
- They are not subject to any prohibition order, restriction, or sanction that would prevent them from working with children.
- There is no reason, including criminal convictions, cautions, reprimands, or pending investigations, that would make them unsuitable to work with children or young people.

Any failure to disclose relevant information, or any information subsequently discovered that raises safeguarding concerns, may result in withdrawal of an offer of employment or disciplinary action, up to and including dismissal and referral to the Disclosure and Barring Service (DBS) and/or the Teaching Regulation Agency (TRA), where appropriate.

Luccombe Hub maintains a Single Central Record in accordance with statutory requirements and ensures ongoing vigilance in safeguarding practices through regular training, supervision, and policy review.

Safeguarding is everyone's responsibility, and we expect all staff to share our commitment to protecting children and promoting their welfare at all times.