

Our commitment to Safeguarding & Safer-Recruitment

Our Commitment to Safeguarding and Safer Recruitment

At ARLO Education, safeguarding is at the heart of everything we do. We recognise our responsibility to help protect children and young people by ensuring that safeguarding and safer recruitment are central to our recruitment processes.

We are committed to placing the safety, welfare and wellbeing of children first. We work in partnership with schools and education settings to help ensure that every candidate we introduce is suitable for the role and understands the professional responsibilities associated with working with children.

Our Approach to Safer Recruitment

Our team is safer recruitment trained and understands the importance of thorough recruitment practices when working within the education sector. ARLO Education follows robust thorough safer recruitment procedures designed to help ensure that candidates are appropriately vetted and assessed before being introduced to schools.

Our processes include (but not limited to):

- **Identity verification:** Checking candidate identity using appropriate documentation.
- **Enhanced DBS checks:** Ensuring the appropriate level of DBS checking is undertaken for the role.
- **Employment history:** Reviewing employment history and investigating gaps where appropriate.
- **References:** Obtaining and verifying suitable references in line with the requirements of the role.
- **Qualifications and experience:** Verifying relevant qualifications, professional experience and suitability for the position.
- **Right to work:** Completing the necessary right-to-work checks in accordance with UK legislation.
- **Professional suitability:** Assessing candidates against the requirements of the role and the safeguarding responsibilities involved.
- **Ongoing compliance:** Monitoring relevant checks, documentation and compliance requirements throughout the recruitment and assignment process.

All checks are carried out in accordance with applicable legislation, statutory guidance and the requirements of the relevant school or education setting.

Our Commitment to Safeguarding

We understand that safeguarding is an ongoing responsibility, not simply a recruitment process. We are committed to promoting a culture in which concerns are taken seriously and acted upon appropriately.

We aim to:

- Promote the welfare and protection of children and young people.
- Ensure candidates understand their safeguarding responsibilities and professional boundaries.

- Encourage the prompt reporting of safeguarding concerns.
- Work collaboratively with schools to support safe recruitment and placement practices.
- Handle safeguarding information sensitively, securely and in accordance with applicable data protection requirements.
- Follow appropriate procedures when a safeguarding concern or allegation is raised.

Where a safeguarding concern arises, we will take it seriously and follow the relevant reporting and escalation procedures, working with the appropriate school safeguarding lead and relevant authorities where necessary.

Working in Partnership with Schools

We recognise that effective safeguarding depends on clear communication and shared responsibility.

ARLO Education works with schools and education settings to understand their recruitment requirements, safeguarding procedures and compliance expectations. We aim to ensure that candidates are appropriately checked and that relevant information is shared securely and lawfully before an assignment begins.

Schools remain responsible for their own safeguarding arrangements and for fulfilling their statutory duties. Our role is to support those arrangements through responsible recruitment practices, appropriate vetting and ongoing communication.

Our Safer Recruitment Standards

Our recruitment practices are informed by relevant legislation and statutory guidance, including *Keeping Children Safe in Education* (KCSIE), the Department for Education's statutory guidance for schools and colleges in England.

We review our procedures as guidance and requirements change, with the aim of maintaining high standards of safeguarding, compliance and professional conduct.

Raising a Safeguarding Concern

If you have a safeguarding concern relating to a candidate introduced by ARLO Education or wish to raise a concern about our recruitment practices, please contact us directly.

Email: Danielle@arlo-education.co.uk

All concerns will be treated seriously and handled appropriately. Concerns about a child can also be reported to the relevant local authority.

Our Promise

At ARLO Education, safeguarding is more than a requirement. It is a fundamental part of our responsibility to the schools, candidates, children and communities we serve.

We are committed to building trusted relationships, promoting safe recruitment and helping create education environments where children and young people can thrive.

ARLO Education. Building strong foundations. Creating lasting success.