



## IMPORTANT INFORMATION FOR ALL CANDIDATES

### 1. Pre-employment requirements

Prior to taking up post, all successful candidates must

- provide two references – one of which must be the candidate's current or most recent employer
- complete a DBS check (at the school's expense)
- provide documents confirming identity
- provide documents confirming relevant qualifications

### 2. Canvassing

Canvassing any member of staff, or member of the Trust, directly or indirectly, is prohibited, and will disqualify your application.

### 3. Safeguarding

Marshland High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

At Marshland High School the child's welfare is of paramount importance. Our school will establish and maintain an ethos where pupils feel secure, are encouraged to talk, are listened to, and are safe. Children at our school will be able to talk freely to any member of staff at our school if they are worried or concerned about something. We recognise that staff at our school play a particularly important role, as they are in a position to identify concerns early and provide help for children to prevent concerns from escalating. **All staff are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned.**

The school's safeguarding policy aims to ensure every child who is a registered pupil at our school is safe and protected from harm. This means we will always work to

- Protect children and young people at our school from maltreatment
- Prevent impairment of our children's and young people's health or development
- Ensure that children and young people at our school grow up in circumstances consistent with the provision of safe and effective care
- Undertake that role so as to enable children and young people at our school to have the best outcomes.

For full details, please see the 'Safeguarding Children Policy (incorporating Child Protection)' available on our website under 'Policies' in the 'About Us' section.

### 4. Equality and Diversity

The school's Single Equality Scheme brings together the school's approach for promoting equality in our policies and procedures and, most importantly in our day-to-day practices and interactions with the whole school community. It also addresses the Employment Equality Regulations relating to religion or belief, sexual orientation and age.

For full details, please see our 'Single Equality Policy' and 'Public Sector Equality Duty Policy' on available on our website under 'Policies' in the 'About Us' section.

