**How to apply for a role**

* Please complete the application form using the guidance notes below. CVs will not be accepted as a method of application.
* Please also complete the Childcare Self Disclosure From. Applications cannot be considered without a completed form.
* Send both completed forms to the HR Manager ***debra.farmer@thedare2dreamfoundation.org.uk*** by the closing date.
* CV’s will NOT be accepted alone. They are welcome to accompany a completed application form.
* Receipt of application will be acknowledged by email.
* We will only contact you again if you are shortlisted for interview.
* More information on the vacancy can be found at [www.thedare2dreamfoundation.org.uk](http://www.thedare2dreamfoundation.org.uk)

**Safeguarding Information**

Everyone at the foundation is very passionate about the service we provide to all our young people. This means we implement **robust safeguarding procedures and measures** to keep **all safe**. All staff are therefore expected to behave in such a way that supports this commitment. Appointment to this post will be subject to satisfactory pre-employment checks:

* Health
* Identity
* Relevant work qualifications
* Right to work in the UK
* Barred List Check (previously List 99)
* Disclosure & Barring Check ( for all staff and volunteers)
* References

As a consequence:

* We accept that all staff are an integral part of the child’s and young persons safeguarding process
* We accept totally that safeguarding children and young people is an appropriate responsibility for all staff
* We recognise that safeguarding children is a responsibility for all staff
* Will ensure that all staff are aware of the possibility that a child/young person is at risk of suffering harm, and know how to report concerns or suspicions
* Will designate a senior member of staff, who is responsible for coordinating action within liaising with other agencies
* Will safeguard the welfare of children and young people and take positive measures to address bullying
* Will share our concerns with others who need to know and assist in any referral process
* All staff are given training every three years with annual refresher training

**Safer Recruitment Policy**

The management team are aware of their responsibility forappointing appropriate staff, ensuring that all staff have the health and qualifications for the post and are proper and fit persons to be in charge of children and young people.

The Dare2Dream Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. To assist in this, the school follows a formal recruitment procedure for the employment of all staff and adheres to the guidelines outlined in Keeping Children Safe in Education (Sept 2021) and the organisations Safer Recruitment Policy and Safeguarding Policies.

We believe that all children and young people, regardless of age, special needs or disability, racial/cultural heritage, religious belief and sexual orientation have the right to protection from all types of harm and abuse. This policy will operate in conjunction with other related policies and procedures, such as the Bullying and Equal Opportunities policies.

Our approach to safeguarding is based on, and reflects the current principles recognised in UK legislation, including those around maintaining confidentiality and reporting concerns about students likely to suffer significant harm to the child protection agencies.

We encourage the children and young people in our care to raise any concerns that they might have and ensure that these are taken seriously.

We are committed to working in partnership with parents; child protection agencies and diverse communities, to continuously develop and improve the Safeguarding Culture within our organisation.

Our robust approach to safeguarding and promoting the welfare of our children and young people aim to help keep them feel safe and importantly equip them to tackle the challenges and opportunities of daily life with renewed confidence and vigour.

**Statutory Safeguarding Guidance states….**

**Working Together to Safeguard Children 2018 &**

**Keeping Children Safe in Education 2021 describes Safeguarding as:**

* Promoting the welfare of children
* Taking early action to enable all children to have the best outcomes
* Ensuring that children grow up in circumstances consistent with the provision of safe and
* effective care
* Preventing the impairment of children’s mental and physical health or their development
* Protecting children from maltreatment
* Children includes everyone under the age of 18

**Key Principles….**

***Working Together to Safeguard Children 2018 & Keeping Children Safe in Education 2021:***

* applies to all staff in all schools - everyone who works around children and their families
* and carers has a role to play in safeguarding children
* Staff have a responsibility to raise concerns with the designated safeguarding lead (DSL)
* If a child is in immediate danger or is at risk of harm a referral should be made to children’s
* social care and/or the police immediately
* If the DSL (including any deputy DSLs) is unavailable, staff should speak to a member of SLT
* and/or children’s social care for advice
* Any action taken should be shared with the DSL (or deputy) as soon as is practically possible.

**All School, College & Education staff should…**

* Provide a safe environment in which children can learn
* Be prepared to identify children who may benefit from Early Help. Early Help means providing support as soon as a problem emerges at any point from the foundation years through to the teenage years.
* Be aware of Early Help processes and understand their role in it
* Be aware of indicators of abuse and neglect so that they are able to identify cases of children who may be in need of help or protection
* Know the safeguarding procedures in the school and college setting and the procedures to follow to make a referral
* Know what to do if a child discloses that they are being abused
* Receive the appropriate safeguarding training

**All staff should be aware of, read and understand the following policies…**

* Child Protection policy
* Behaviour policy
* Staff behaviour policy (code of conduct)
* The safeguarding response rto children who go missing from education
* The role of the designated safeguarding lead (includes identification of leads and deputies)