Safeguarding (Child Protection) & recruitment clearances of Innovation Pod

Photo ID has been checked	✓	Proof of Address has been checked	✓
Evidence of right to work in the UK has been checked (where applicable)	✓	Criminal overseas checks have been conducted (where applicable)	✓
Evidence of relevant qualifications has been seen	✓	Checks for prohibition from teaching and restrictions from teaching in EEA countries have been undertaken (where appropriate)	✓
DBS checks have been conducted as per below	✓	Disqualification by Association declarations have been signed as per below (where applicable)	✓
All staff are appointed under your company's Safer Recruitment Policy	✓	Barred list checks have been carried out for all staff in regulated activity	✓

Disclosure and Barring Service

Staff have Enhanced DBS clearances which cover the following areas:

- any police records of convictions, cautions, reprimands and warnings
- information from the list held under Section 142 of the Education Act 2002
- Children's Barred List Information – this would show if an applicant is Barred from working with children
- any other relevant information disclosed at the Chief Police Officer(s) discretion. Under this section would be noted "soft information". This could be details of a household member (other than the applicant) who may have a record that would contain information that an employer would need to be aware of. An example of this may be a household member who has drug activity.

Disqualification by Association

For staff working in settings where there are children under the age of 8 years old, as part of the Childcare (Disqualification) Regulations 2009 and related obligations under the Childcare Act 2006, Innovation Pod has obtained signed Disqualification by Association declaration forms from all members of staff which affirms to the best of their knowledge that no one in their household is disqualified from working with children under the Regulations, this declaration is resigned every year.

Yours faithfully,



Matthew Pereira

Managing Director

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