Safer recruitment

Newfield is committed to safeguarding and promoting the welfare of children and vulnerable adults. All roles have a safeguarding responsibility and must uphold safeguarding procedures, model safe practice, act on concerns and help ensure that pupils' welfare remains central to everything we do.

This post involves regulated activity with children and is exempt from the Rehabilitation of Offenders Act 1974. The applicable filtering rules govern which convictions and cautions must be disclosed. It is an offence for a person barred from regulated activity with children to apply for this post.

During recruitment

Shortlisted candidates will be asked to complete a self-declaration. Newfield will carry out an online search of publicly available information as part of due diligence on shortlisted candidates. Relevant matters will be considered fairly and discussed with candidates where appropriate.

Before appointment

Any offer is conditional on satisfactory pre-employment checks. These will include, as applicable to the role and individual: identity and right to work; an enhanced DBS check with children's barred-list information; references and employment history; qualifications and professional status; teacher prohibition and other relevant statutory checks; checks relating to time spent overseas; and fitness to carry out the role. We will explain the required documents and routes to successful candidates. Do not send original identity documents with your application.

Policies and guidance

The school's child protection policy and Blackburn with Darwen's policy statement on the recruitment of ex-offenders are available from the recruitment team. Please request copies if they are not supplied with the application documents.

For questions about the recruitment process, contact recruitment@newfield.blackburn.sch.uk or 01254 588600.

Further information is listed below in regards to completing your application, information required and the safer recruitment process and documents required.