

We are committed to safeguarding the welfare of the children in our care. Read about or pre-employment checks so you understand what to expect if you are offered a job.

Conditional Offers of Employment and Pre-employment Checks

Outcomes First Group is committed to safeguarding and promoting the welfare of children. All applicants must be willing to undergo Safer Recruitment screening appropriate to the role.

The Group will carry out a number of pre-employment checks on prospective employees in accordance with the recommendations set out in Keeping Children Safe in Education (2019) and the Group's Safer Recruitment & Selection Policy.

Any offers of employment made after the interview will be conditional on the following:

- An Identity Check
- Verification of a candidate's right to work in the UK
- At least two satisfactory references, one of which must be from the current/most recent employer and references should cover a total of 3 years. All references must be verified over the phone.
- Verification of professional qualifications and professional status where required
- An explanation of any gaps in employment history
- A Disclosure and Barring Service (DBS) check appropriate to the role. This will include an enhanced DBS check and a barred list check for those engaged in regulated activity.

Additional Checks for roles within the Education Division

- References are requested for education roles prior to interview
- Overseas police check covering at least 10 years for applicants who have worked or lived abroad. It is the responsibility of the candidate to obtain these police checks.
- Section 128 Check for management roles
- Teacher Prohibition Order check for all candidates working at an Education site

Additional Checks within the Residential & Fostering Division

- Confirmation of reason for leaving from previous employers where the applicant has worked with Children or Vulnerable Adults
- Overseas police check for applicants who have worked or lived abroad for over 3 months within the last 10 years. It is the responsibility of the candidate to obtain these police checks.

Outcomes First Group is committed to safeguarding and promoting the welfare of the children and vulnerable people in our care. Successful applicants will be subject to a Disclosure and Barring Service check. We expect all employees to understand our Group Safeguarding Policy and undertake training. We will undertake recruitment checks throughout the recruitment process where permission has been given by candidates.