

## **Statement of Commitment to Safeguarding Children & Vulnerable Adults through safer employment practice**

Enfield Council is committed to safeguarding and promoting the welfare of children and vulnerable adults. Safe recruitment of staff is central to this commitment. We will ensure that our recruitment policies and practices are robust, and that our selection procedures prevent unsuitable people from gaining access to children, young people and vulnerable adults. All adults who work with or on behalf of children and young people in these organisations must be competent, confident and safe to do so.

All posts working with Children & Vulnerable Adults should be aware of and share the commitment to safeguard and promote the welfare of children, young people and vulnerable adults when applying for jobs within Enfield Council.

This commitment is expressed through the following requirements:

### **Recruitment:**

Failure to adhere to the following requirements means that an applicant will not be employed to work with children, young people or vulnerable adults in Enfield.

- Applicants for all relevant posts which involve work with children and young people or vulnerable adults will be required to undertake a DBS (Disclosure and Barring Service) check if an offer of employment is made and will not be able to take up post until a satisfactory check has been received.
- Applicants are required, when completing an application for a post within these services, to supply full education and employment history since leaving secondary school, with explanations for any gaps.
- An applicant's personal commitment to safeguarding children, young people, or vulnerable adults will be explored through the interview process.
- Successful applicants must show proof of identity, qualifications, and, if relevant to the post, registration with the Health and Care Professions Council (HCPC), along with various other pre-employment clearances before a firm offer of employment is made.
- Prior to taking up post, applicants will be expected to sign the Council's Code of Conduct, which commits them to upholding the highest standards in public life, both in the way they undertake their professional duties, and in their personal conduct.

### **Employment:**

Failure to adhere to the following requirements may result in summary dismissal.

- To participate in induction processes, professional supervision and annual appraisal, where the employee's ability to safeguard children, young people or vulnerable adults through professional involvement and personal conduct will be guided and assessed.
- To undertake mandatory training, including child protection or adult protection training, as appropriate to their duties.
- To familiarise themselves with all relevant policies and procedures, produced by the relevant services or by the Enfield Children's or Adults' Safeguarding Boards, including procedures for managing allegations against staff.

### **Further information:**

<https://mylife.enfield.gov.uk/enfield-home-page/content/safeguarding/about-safeguarding-adults/>

<https://new.enfield.gov.uk/enfieldlscb/>

<https://mylife.enfield.gov.uk/enfield-home-page/content/safeguarding/what-is-safeguarding/>