

# Emerson Park Academy



We are committed to safeguarding and promoting the welfare of children and young people.

## **Equal Opportunities**

We aim to promote and ensure equality of opportunity and equal treatment for all.

Emerson Park Academy is committed to safeguarding and promoting the welfare of children and young people and as such expects all staff and volunteers to share this commitment.

The protection of our pupils from abuse is the responsibility of all staff within our school, superseding any other considerations.

Emerson Park Academy complies with the Department for Education “Keeping Children Safe in Education” (September 2020) guidance and all potential employees will undergo vigorous vetting checks to ensure their suitability.

## **Rehabilitation of Offenders Act 1974**

This post is exempt from the Rehabilitation of Offenders Act 1974; the successful applicant will be expected to undertake a satisfactory disclosure. Having a criminal record will not necessarily debar you from obtaining a position within the Academy.

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered “protected”. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

Guidance about whether a conviction or caution should be disclosed can be found on the ministry of Justice website.