

m2r Education Safer Recruitment Policy

Introduction:

m2r Education are a multi award winning provider of international education services and corporate members of the The Tutors' Association. These services include the recruitment of full-time teachers to work in overseas schools and also the supply of short term and long term tutors who carry out assignments, face to face, or online. These assignments can take place in the home of a young person, or at school.

m2r Education is committed to safe employment and safe recruitment practices, that reduce the risk of harm to children from people unsuitable to work with them or have contact with them. All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or gender identity, have a right to equal protection from all types of harm or abuse.

Our Safer Recruitment Policy is in line with statutory guidance including Keeping Children Safe in Education (KCSIE). Keeping children safe in education (September 2023) (KCSIE) defines safeguarding and promoting the welfare of children as protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.

Definitions:

The Children Act 1989 definition of a child is: anyone who has not yet reached their 18th birthday, even if they are living independently, are a member of the armed forces or is in hospital.

Child Abuse: Children may be vulnerable to neglect and abuse or exploitation from within their family and from individuals they come across in their daily lives. There are 4 main categories of abuse, which are: sexual, physical, emotional abuse, and neglect. It is important to be aware of more specific types of abuse that fall within these categories, they are:

- Bullying and cyberbullying
- Child sexual exploitation
- Child Criminal exploitation
- Child trafficking
- Domestic abuse
- Female genital mutilation
- Grooming
- Historical abuse
- Online abuse
- Serious Violence

Safeguarding children: Safeguarding children is defined in [Working Together to Safeguard Children 2018](#) as:

- protecting children from maltreatment.
- preventing impairment of children's health or development.
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
- taking action to enable all children to have the best outcomes.

Legal Framework:

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from nspcc.org.uk/learning.

m2r Education have in place arrangements that reflect the importance of safer recruitment and promoting the welfare of children and young people as well as vulnerable adults.

Aims and Objectives

The aim of this Safer Recruitment Policy is to help deter, reject or identify candidates who might abuse pupils or are otherwise unsuited to working with them by having appropriate procedures when reviewing applications.

Screening procedure

In accordance with Keeping Children Safe in Education (KCSIE) 2023, prior to submission, m2r Education will:

- Have checked all relevant qualifications against the hiring criteria.
- Have confirmed candidate ID via receipt of passport copy, birth certificate and marriage certificate (Where applicable).
- Have checked continuity of work and addressed any gaps.
- Have received a copy of most recent enhanced DBS / police clearance.
- Received a written reference from current employer.
- Received a written reference from last employer.
- Have performed a standard internet search on the candidate.
- All shortlisted tutors will also be asked to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children.

In addition, as part of the screening process, we will also carry out an online search as part of our due diligence on the prospective tutors. This may help identify any incidents or issues that have

happened, and are publicly available online, which we might want to explore with the tutor at interview.

In the event that this screening procedure raises safeguarding concerns we will inform the appropriate authorities immediately.

Breach of this policy:

Failure to follow the guidelines in this policy is considered a serious offence and will be investigated thoroughly. For further guidance on information sharing and safeguarding contact our Designated Safeguarding Lead (DSL):

- **Name:** Munir Mamujee (Director)
- **Email:** munir@m2reducation.com

Any queries or comments about this policy should be addressed to Munir Mamujee MBE, Managing Director, m2r Education.