



## **Safeguarding Statement**

**A+ability Limited is a conscientious employer and is committed to safeguarding and protecting the welfare of children and vulnerable adults as its first priority.**

Our recruitment and selection procedures include measures to ensure everyone in the organization fulfils their roles and responsibilities with full regard to this commitment.

In line with our Safer Recruitment Policy interviews will include questions about safeguarding children and vulnerable adults.

The selection process consists of:

- A face-to-face interview with at least two Managers
- A written safeguarding question
- An opportunity to meet other members of staff and service users.
- A Case Review Activity

We will also take up the following pre-appointment checks:

- Identity check, including date of birth
- Eligibility to work in the UK
- An Enhanced DBS check
- Proof of Qualifications

For Safer Recruitment compliance we will verify all employment relating to children, young people and vulnerable adults and your reason for leaving each place of employment and any safeguarding concerns or allegations or any disciplinary/capability procedures you have been subject to. We will also take up character references.

