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**Ark’s Safeguarding Statements**

Please ensure that **all** job adverts posted and job descriptions include this safeguarding statement:

*Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.*

*Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark’s safer recruitment process, please click this* [*link*](https://arkschools.sharepoint.com/sites/Ayrton2/Office/HR/Vacancies/Archive/Ark%20Safer%20Recruitment%20Procedure.pdf)*.*

**It should appear under the** **job advert** **text & job description and person specification.**