



PLL Group
3 Anchor Crescent
Knaphill,
Woking, GU21 2PD

Pleiades Leisure Limited **Safer Recruitment Policy**

The safer recruitment of staff to work in schools/nurseries is our first step to safeguarding and promoting the welfare of children in education. Pleiades Leisure Ltd is committed to safeguarding and promoting the welfare of all pupils in its care. As an employer, Pleiades Leisure Ltd expects all staff and volunteers to share this commitment.

The aims of our Safer Recruitment policy is to help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them by having appropriate procedures for appointing staff.

The aims of our Safer Recruitment policy are as follows:

- to ensure that the best possible staff are recruited on the basis of their merits, abilities and suitability for the position;
- to ensure that all applicants are considered equally and consistently;
- to ensure that no applicant is treated unfairly on any grounds, including race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital or civil partner status, disability or age;
- to ensure that we, Pleiades Leisure Ltd, meets its commitment to safeguarding and promoting the welfare of children and young people by carrying out all necessary pre-employment checks.

All potential employees will be required to pass a satisfactory DBS check prior to beginning work, to ensure the companies commitment to safeguarding is upheld.

Employees involved in the recruitment and selection of staff are responsible for familiarising themselves with and complying with the provisions of this policy.

Pleiades Leisure Ltd has a principle of open competition in its approach to recruitment and will seek to recruit the best applicant for the job. The recruitment and selection process should ensure the identification of the person best suited to the job based on the applicant's abilities, qualification, experience and merit measured against the job description.

The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation and relevant safeguarding legislation.

Pleiades Leisure Ltd aims to operate this procedure consistently and thoroughly while obtaining, collating, analysing and evaluating information from and about applicants applying for job vacancies within our company.