**SAFEGUARDING CHILDREN; DBS CHECKS POLICY.**

Cowling Preschool takes all necessary steps to safeguard and promote the welfare of all our children.

**Policy Statement.**

We will work with children, parents and the community to ensure the rights and safety of children to give them the best start in life. Our members of staff and our committee will be DBS checked prior to their commencement of employment or voluntary role. Where this is not practicable they will not be allowed unsupervised access to the children.

**Procedures.**

* Staff within the preschool will be asked to sign the Employment Contract pertaining to their position prior to the commencement of their employment.
* In the event that an unsuitable DBS check is received, the reasons will be investigated and further advice sought from appropriate bodies, i.e. NYCC, Ofsted, Preschool Learning Alliance.
* If the DBS check is deemed unsatisfactory, employment will not commence. If the person is already employed, they will be suspended without pay while an investigation is undertaken. Should the unsuitability be upheld the person’s employment will be terminated with immediate effect and will be considered a matter of gross misconduct.

**This policy was adopted on .………………………………….......**

**Date to be reviewed ...…………………………………….**

**Signed on behalf of the management committee …………………………………………**

**Name of signatory …………………………………………**

**Role of signatory (e.g. Chair/owner) …………………………………………**