

## Safeguarding Requirements

The Welsh Government's 2015 guidance ***Keeping Learners Safe*** provides advice on employers' duties with regard to safeguarding. This includes guidance within a supply context. A link to the guidance and the easy read version is attached here: <http://learning.gov.wales/resources/browse-all/keeping-learners-safe/?lang=en>

The guidance requires employers to ensure that they operate safe recruitment procedures and ensure that appropriate checks are carried out on all new staff and volunteers who will be working with children. This includes undertaking relevant disclosure and barring checks as required by the Disclosure and Barring Service. Schools need to be satisfied that the temporary staff member (however sourced) has the necessary documentation in place and must see the evidence before the staff member commences their role.

The EWC maintains a register of those teachers who hold QTS and are suitably qualified to work as teachers in maintained schools in Wales. The EWC register records whether a teacher is subject to any restrictions, is barred from practising or is subject to an EWC disciplinary order. Schools and supply agencies have access to the EWC register to check that teachers and learning support staff are registered as part of their pre-employment checks.

In its guidance for employers – '***School Teacher Registration Guidance for Employers (Local Authorities, Schools and Private Supply Teaching Agencies), April 2015***' – the EWC highlights the legal requirement placed on schools, local authorities and supply agencies to ensure that they employ workers who are registered with the EWC. It is important both schools and agencies undertake the necessary checks and should not automatically assume that the other has done so.

Supply agencies need to ensure that temporary staff members are aware of the named person within the school who is responsible for safeguarding, in case an issue arises whilst they are at the school. The Welsh Government's guidance ***Safeguarding children in education: handling allegations of abuse against teachers and other staff*** may be relevant, <http://learning.gov.wales/resources/browse-all/allegations-of-abuse-against-teachers/?lang=en>

### Key questions for supply agencies to consider

- Have you met your legal obligations and ensured that all supply staff have undergone the appropriate pre-employment and safeguarding checks before entering a school and that there are proper supervision arrangements in place?
- Are supply staff made aware of the school's child protection policies and appropriate contacts should a safeguarding issue arise?
- Have you complied with legal requirements in relation to the use of EWC registered appropriately qualified staff to cover absences?