



## Safer Recruitment Policy

All applicants will need to meet the following criteria:

- Staff must have the statutory training, qualifications and working experience necessary for their post

Post	Qualification in Childcare or Playwork	Working experience
Play Assistant	Introductory or foundation course	3 months
Playworker	Level two	minimum 6 months
Senior Playworker	Level two (or three)	Minimum 12 months
Play Leader	Level 3	18 months with managerial or supervisory experience

- At least two references will be checked and verified. The referees must complete the 'Yellow Birds Reference Request Form' which must include information about the applicant's ability to work with children as well as their punctuality and attendance.
- Staff will undergo checks for criminal records through Criminal Records Bureau/ Disclosure and Barring Service. During the application process and at the interview applicants will be asked to disclose information about their health and wellbeing, which may affect their performance and the wellbeing of the children in our care.

Applicants will need to demonstrate their ability to interact with children on all levels, without expression of prejudices or discrimination and staff will be taken on a probationary period of three months.

In addition applicants must agree to attend all staff training and team meetings if they are successfully appointed. This includes supervision (minimum of once a term) and appraisals (once a year).