

Safer Employment Policy

POLICY STATEMENT

The Audacity Performing Arts Academy maintains a thorough employment process to ensure the safety of all our staff and students.

THE RECRUITMENT PROCESS

At the Audacity Performing Arts academy, we make sure we plan the recruitment process in order to ensure thoroughness, professionalism and fairness in hiring somebody new:

- Define the role
- Advertise for the role
- Request a CV and potentially a personal statement to be emailed to the Audacity Performing Arts Academy if we are interested, references may be contacted or checked.
- Offer an interview to those we deem fit the role both personally and professionally.
- Interview containing a multitude of questions, allowing us to get to know the interviewee on both a personal and professional level in order to fully gauge if they are right for the job and to represent the Audacity Performing Arts Academy, including questioning DBS and safeguarding qualifications.
- The interview may also include a lesson example or demonstration if requested.
- Ensure a copy of the DBS of the chosen interviewee is sent to the Audacity Performing Arts Academy, the appropriate information is obtained and stored securely in line with the Audacity Performing Arts Academy Privacy Policy.
- Check identification
- Send across both contract and Child Protection Policy to be read through, understood and signed.

CURRENT STAFF AT THE AUDACITY PERFORMING ARTS ACADEMY

All staff at the Audacity Performing Arts Academy in any paying or non-paying role should adhere to the Code of Conduct at all times.

Staff who currently work at the Audacity Performing Arts Academy will be monitored and often asked about lessons and students to ensure a high quality standard of teaching as well as safeguarding.

All current staff must understand and adhere to the Audacity Performing Arts Academy child protection policies, and know who their DSL is (Laura Wilson and Rhianna Goodwin). At the Audacity Performing Arts Academy we always want to ensure we are creating a safe, positive, creative learning and working environment for all of our students and staff.

THIS POLICY WAS LAST REVIEWED AND UPDATED ON 09/08/2024 BY:

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