

Legal Responsibilities of a Teacher

Child Protection

London Education Recruitment's policies and procedures adhere to the law as defined in the Children Act 1989 and the guidance given by the department of Health, the Department of Education and Employment and the Home Office in the document 'Working Together Under the Children Act 1989'

London Education Recruitment works to positively promote the well being of Children. There are four categories of abuse recognized by the 1989 Children Act: Physical abuse, sexual abuse, emotional abuse and neglect.

Section 47 of the Children Act 1989 states that a local authority has a duty to investigate when there is "reasonable cause to suspect that a child who lives, or is found, in their area as suffering, or is likely to suffer significant harm". It must make such enquiries as it considers necessary in order to decide whether any action is needed to safeguard or promote the child's welfare.

Section 47(9) says that "Where a local authority is conducting enquiries under this section, it shall be the duty of any person.....to assist them with these enquiries.....if called upon by the local authority to do so".

In view of their daily contact with children, teachers working through London Education Recruitment are well placed to observe abuse or neglect. It is their responsibility to report suspected or alleged abuse.

- If a teacher is working within a school it is his/her duty to take note not only of major incidents, but also of signals which give cause for suspicion or concern. When this occurs the teacher must report any concerns to the school's designated member of staff with particular responsibility for the child protection work and liaison with youth services. It is also the teacher's responsibility to adhere to the specific guidelines set out in each school's Child Protection Policy.
- If the teacher is working outside the school environment (i.e. home tuition) it is his/her duty to report any concerns to the Social Services Department. Teachers have a responsibility of explaining on first contact that they cannot keep information confidential. If abuse is suspected the concern should be recorded, discussed with a London Education Recruitment director and reported to Social Services. If a teacher has reason to believe that a young person is being abused, then the safety and welfare of that child has to be the paramount consideration in deciding what action needs to be taken. If there is an allegation of abuse made against a teacher it should be immediately reported to a Director of London Education Recruitment. Action will be taken in accordance with the London Education Recruitment Disciplinary Procedures and the local child care procedures.
- Under no circumstance should a teacher intervene on his/her own accord.

Please do not hesitate to contact any member of London Education Recruitment if you have any questions or queries with regards to the procedures for Child Protection.

Criminal Records Disclosure

As London Education Recruitment meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to a criminal record check from the Criminal Records Bureau (CRB) before the appointment is confirmed. This will include details of caution, reprimands or final warnings as well as convictions.

(Overseas teachers will be required to provide a current Criminal Record Clearance from their home country)

Please note that a criminal record will not necessarily be a bar to obtaining a position.

Applying for a position exempted under the Rehabilitation of Offenders Act requires the disclosure of all criminal record information, including details and dates of 'spent' convictions, cautions, reprimands and final warnings. As your position will involve working with young people under the age of 18, you will also be required to provide details of all other relevant non-conviction information, such as police enquiries and pending prosecutions.

Please outline all information on a separate sheet provided. Provisions of such information can be submitted in a sealed envelope addressed to Administration Department at London Education Recruitment.

All information will be handled sensitively and in accordance with the Criminal Records Bureau Code of Practice. The Code of Practice is available to you on www.disclosure.gov.uk.

Equal Opportunities

London Education Recruitment is an Equal opportunities Recruitment Consultancy. In addition to the regulations under the law, as spelled out in the Sex Discrimination Act 1975 and 1986, the Race Relations Act 1976 and the Disability and Discrimination Act of 1995, we take a positive approach to the equal opportunities for all.

Equal opportunity policies vary across schools and local education authorities. London Education Recruitment supports and complies with the equal opportunities policies of an individual school and authorities.

London Education Recruitment affirms its determination to uphold education programs that ensure:

- Equal opportunity for all regardless of race, sex, disability, age, marital status, colour, ethnic of national origin, creed or sexual orientation.
- That racial and cultural differences are respected
- That the rights of all groups are protected.
- The elimination of all practice which discriminates unfairly against any section of society.

London Education Recruitment is also concerned for the rights of pupils with special needs and recognises the 1993 Education Act, which established the Special Needs Code of Practice. London Education Recruitment therefore wishes to ensure that pupils with special needs receive their full education entitlement.

One must also be aware of the 1996 Education Act, which states that any form of physical contact with a child in the form of corporal punishment is prohibited.

Failure to comply with the spirit of the relevant Equal opportunities Acts and Education Acts or implementing any form of corporal punishment will result in your removal from our register.