

## Springboard Opportunity Group

### Important information for applicants

#### Equal Opportunities

Applications are welcomed from all sections of the community and will be considered on the basis of the suitability for the post, regardless of marital status, age, gender, disability, culture, religious belief, ethnic origin, sexual orientation or offending background  
Applicants will not be placed at a disadvantage by our imposing conditions or requirements that are not justifiable

#### Safeguarding

As a registered provider we are responsible for having in place suitable vetting processes to safeguard children in our care. It is our duty to make sure all our staff are fit and safe to work with children at all times.

All applicants should be aware we take our Safeguarding procedures very seriously. The following is an extract from our Safeguarding policy:

**We believe that the protection and safeguarding of the children in our care is of paramount importance.**

We comply with the procedures approved by the North Somerset Local Safeguarding Board. Our intention is to create an environment in which children are safe from abuse and which any suspicion of abuse is promptly and appropriately responded to. In order to do this we will:

#### 1. Exclude known abusers:

- It will be made clear to all applicants for posts either as staff members or volunteers that the position is exempt from the provisions of the Rehabilitation of Offenders Act 1974, which includes an enhanced Disclosure and Barring check. (CRB)
- All applications for work within Springboard whether voluntary or paid will be interviewed before an appointment is made and will be asked to provide at least two references. All such references will be followed up for the successful candidate. In the cases of applicants with unexplained gaps in their employment history, or who have moved rapidly from one job to another, explanations will be sought.
- All appointments will be subject to a probationary period and will not be confirmed unless we are confident that the applicant can be safely entrusted with children