

NCW Safeguarding Statement

Important Information to read prior to applying to work at NCW

Please note that any offer of employment will be subject to an Enhanced Disclosure and Registration through the DBS and Health clearance which will be arranged by the College.

If you are shortlisted, you will be asked to complete and return a criminal history / suitability self-disclosure prior to interview; any relevant information that you disclose will be discussed with you at interview. This post is exempt from the Rehabilitation of Offenders Act 1974 as a result of the Exceptions Order 1975 as amended in 2020, and therefore all unspent convictions, cautions and bind-overs, and any convictions or adult cautions that would not be filtered, must be declared on the self-disclosure.  Please see the Ministry of Justice website for information about the filtering of offences.

By completing an application form, the applicant confirms they are not disqualified from working in regulated activity with children, or subject to sanctions imposed by a regulatory body, eg Teaching Regulation Agency (TRA) or Health and Care Professions council (HCPC).

In order to progress your application NCW will need to seek references from previous employers for information to verify particular experience or qualification, before interview. Our application form will ask you to confirm if this is ok. We will not contact your current employer without your permission.

If the applicant is currently working with children, on either a paid or voluntary basis, their current employer will be asked about disciplinary offences relating to their suitability to work with children, including any for which the penalty is time expired (that is where a warning could no longer be taken into account in any new disciplinary hearing for example) and whether the applicant has been the subject of any child protection concerns which are founded / upheld.  If the applicant is not currently working with children, but has done so in the past, that previous employer will be asked about those issues.

To provide false information is an offence and could result in the application being rejected or summary dismissal if the application has been selected, and possible referral to the police.