



Five Education Safer Recruitment Policy

Date policy issued: September 2026

Review cycle: At least every 12 months

Review due date: Sep 2027 or earlier if required by legislation, statutory guidance, local safeguarding arrangements or safeguarding learning.

Designated Safeguarding Leads

Designated Safeguarding Lead

Beth Hoyle | beth@fiveeducation.co.uk | 0117 422 6167

Deputy Designated Safeguarding Lead

Matthew Webber | matthew@fiveeducation.co.uk | 0117 422 6167

This policy has been updated for Keeping Children Safe in Education 2026 and the statutory changes that take effect from 1 September 2026. It is written for Five Education as an education recruitment and supply agency and should be read alongside the Safeguarding Children Policy, Allegations / Low-Level Concerns Policy, Code of Conduct, Whistleblowing Policy and relevant compliance procedures.

You're not just
a number.

GET IN TOUCH

Speak to team 0117 422 6167
info@fiveeducation.co.uk

FIND US

Five Education, Whitefriars,
Lewins Mead, BS1 2NT
www.fiveeducation.co.uk

LEGAL

Five Education Recruitment Ltd,
Registered in England and Wales
No. 11402262



Contents

1. Safer Recruitment Policy Statement
2. Scope of the Policy
3. Roles and Responsibilities
4. Recruitment and Selection Process
5. Advertisements and Role Information
6. Applications and Self-Declaration
7. Shortlisting and Online Searches
8. Employment History and References
9. Selection and Interview
10. Pre-appointment and Pre-placement Vetting Checks
11. Regulated Activity and the September 2026 Change
12. Agency Assurances to Schools and Colleges
13. Ongoing suitability, Records and Legal Reporting Duties
14. Summary and Policy Awareness
15. Appendix

You're not just
a number.

GET IN TOUCH

Speak to team 0117 422 6167
info@fiveeducation.co.uk

FIND US

Five Education, Whitefriars,
Lewins Mead, BS1 2NT
www.fiveeducation.co.uk

LEGAL

Five Education Recruitment Ltd,
Registered in England and Wales
No. 11402262



1. Safer Recruitment Policy Statement

Five Education is committed to creating a culture that safeguards and promotes the welfare of children. We use robust recruitment, vetting and placement procedures to deter unsuitable applicants, identify safeguarding risks and prevent people who are unsuitable or legally barred from working with children from being placed in roles that give them access to children.

Safer recruitment is not a single DBS check. It is a continuous process that includes accurate role definition, transparent advertising, full employment-history scrutiny, appropriate references, structured selection, lawful criminal-record checks, professional-status checks, ongoing safeguarding information and clear decision-making records.

Where a role also involves adults at risk, Five Education will apply the relevant adult-workforce DBS eligibility and safeguarding requirements in addition to the child-safeguarding requirements in this policy.

2. Scope of the Policy

This policy applies to Five Education directors, internal staff involved in recruitment or compliance, candidates, temporary workers, contractors, self-employed workers where applicable, work placements and volunteers where Five Education is responsible for recruitment, vetting or supply.

For candidates supplied to schools and colleges, Five Education is responsible for carrying out and recording the checks required of the employment business and for providing the client with the written assurance required by Keeping Children Safe in Education (KCSIE). The school or college remains responsible for its own safeguarding arrangements, identity checks on arrival and single central record.

Prospective candidates will be given access to, or directed to, Five Education safeguarding and conduct information relevant to the recruitment process. Candidates must also follow the safeguarding and staff conduct arrangements of every placement.

3. Roles and Responsibilities

Five Education will:

- apply recruitment and vetting procedures that reflect KCSIE 2026, Disclosure and Barring Service (DBS) requirements, right-to-work law and relevant education-sector requirements;
- determine the safeguarding requirements of each role before placement, including whether the work is regulated activity and the correct level of DBS check;
- ensure checks are carried out by trained and competent staff and that recruitment decisions are recorded clearly;

You're not just
a number.

GET IN TOUCH

Speak to team 0117 422 6167
info@fiveeducation.co.uk

FIND US

Five Education, Whitefriars,
Lewins Mead, BS1 2NT
www.fiveeducation.co.uk

LEGAL

Five Education Recruitment Ltd,
Registered in England and Wales
No. 11402262



- ensure that people who are barred from regulated activity are not knowingly permitted to engage in regulated activity;
- carry out teacher prohibition, restriction and qualification checks where relevant, using the Department for Education (DfE) Check a teacher's record service;
- carry out a section 128 check where a role involves management of an independent school, academy or free school and the check is relevant to the post;
- provide schools and colleges with written notification that the appropriate checks have been carried out before a candidate is supplied;
- consider information received after placement, including safeguarding allegations and low-level concerns, as part of ongoing suitability; and
- make statutory referrals to the DBS and, where applicable, the Teaching Regulation Agency (TRA) when the relevant legal criteria are met.

4. Recruitment and Selection Process

Five Education will maintain a safer recruitment process that is proportionate to the role and designed to test both competence and suitability to work with children. Staff with recruitment responsibilities will receive appropriate safer recruitment training. As a company standard, at least one person involved in a candidate interview or suitability assessment will have completed recognised safer recruitment training.

Recruitment records should demonstrate the sequence of checks, questions, evidence considered, any concerns identified, the action taken to resolve those concerns and the final decision.

5. Advertisements and Role Information

When defining or advertising a role, Five Education will identify the safeguarding features of the post before recruitment begins. Job adverts, role descriptions or candidate information will make clear, as appropriate:

- skills, abilities, experience, attitude and behaviours required for the role;
- safeguarding responsibilities and expected professional boundaries;
- how much contact the role will have with children and whether the work is expected to be regulated activity;
- Five Education's commitment to safeguarding and that appropriate safeguarding checks will be undertaken;
- whether the role is exempt from the Rehabilitation of Offenders Act 1974 and therefore subject to the relevant Exceptions Order and DBS filtering rules; and
- where the role is regulated activity, that it is an offence for a person who is barred from regulated activity with children to apply for or engage in that role.

Wording about criminal records will reflect current Ministry of Justice and DBS filtering rules. Protected cautions and convictions do not need to be disclosed and must not be taken into account simply because they are disclosed.

You're not just
a number.

GET IN TOUCH

Speak to team 0117 422 6167
info@fiveeducation.co.uk

FIND US

Five Education, Whitefriars,
Lewins Mead, BS1 2NT
www.fiveeducation.co.uk

LEGAL

Five Education Recruitment Ltd,
Registered in England and Wales
No. 11402262

6. Applications and Self-Declaration

Five Education will obtain enough information to establish a complete recruitment history and assess suitability. A CV may be used alongside an application or registration form, but a CV alone will not be treated as sufficient evidence of a complete safer recruitment history.

Applicants will normally be required to provide:

- full personal and identity details, including current and former names, current address and National Insurance number where applicable;
- details of current or most recent employment and the reason for leaving;
- a full history since leaving school, including employment, education and relevant voluntary work, with explanations for gaps;
- relevant qualifications, awarding body and date of award;
- referee details; and
- information about experience and personal qualities relevant to the role and to working safely with children.

Self-declaration for shortlisted candidates

Criminal-record and suitability self-declaration information will be requested at shortlisting or equivalent pre-interview stage, not used as an initial shortlisting question. The declaration will be framed in line with current Ministry of Justice disclosure rules and will only seek information that the applicant is legally required or permitted to disclose.

Depending on the role, the declaration may ask about relevant criminal history, children's barred-list status, teaching prohibition, section 128 restrictions, childcare disqualification, relevant overseas information and other information that may make the person unsuitable to work with children. Applicants will be required to confirm that the information supplied is accurate and complete.

7. Shortlisting and Online Searches

Shortlisting will be structured and based on the published or agreed role requirements. Wherever practicable, at least two people will review the candidate information and at least one person involved in shortlisting should also take part in the interview or suitability assessment.

Shortlisting and pre-interview review will:

- identify and explore inconsistencies, unexplained gaps, frequent changes of employment or location and other potential concerns;
- consider whether the person's employment and experience history is coherent and supported by evidence;
- ensure concerns are explored rather than assumed away; and
- record the reasons for decisions and any further checks required.

Online searches

As part of due diligence on shortlisted candidates, Five Education will consider a proportionate online search using a general online search engine. Candidates will be informed that online searches may be undertaken. Searches will focus on publicly available information that may be relevant to safeguarding or suitability for the role, and any relevant matter identified will be put to the candidate for explanation before a decision is made.

Online searches will be conducted consistently and lawfully. Information about protected characteristics or unrelated private matters will not be used as a basis for discriminatory decision-making. The outcome and any relevant safeguarding concern will be recorded proportionately.

8. Employment History and References

References are a safeguarding check. As an employment business supplying workers to work with children, we are required by regulation 22 of the Conduct of Employment Agencies and Employment Businesses Regulations 2003 to obtain two references relating to a candidate's suitability, and to take all other reasonably practicable steps to confirm they are suitable for the role. This section sets out how we do that, in line with *Keeping Children Safe in Education* (Part 3).

What we obtain

- All candidates need a minimum of 2 references, covering the last 2 years. Additional references are obtained where needed to resolve gaps or inconsistencies.
- We seek the current or most recent employer reference in every case.
- Where the candidate has previously worked with children or vulnerable adults, we always seek a reference from the most recent employer in which they did so, even where that post falls outside the last 2 years.
- Where possible, references are obtained before interview or before a final suitability decision, so any concern can be explored with both the referee and the candidate.
- All gaps in employment or activity are explored with the candidate and satisfactorily explained before clearance, and the explanation is recorded on the candidate's file. Where the length or nature of a gap makes it appropriate, we seek a reference or other verification covering that period.



Who the referee must be

- References are requested directly from the referee on our own reference form. We do not rely on candidates to obtain or forward references where we can contact the referee ourselves.
- Where the referee is an education or care setting — including a school, college, nursery or early years setting, children's home, supported living service or care home — the reference must come from the setting itself rather than from an individual colleague acting personally. It is acceptable, and usual, for the reference to be completed by the setting's HR, compliance or personnel function, or by the headteacher, principal, registered manager or a member of the senior leadership team. We record the name and job title of the person completing it.
- Where a reference is completed by an individual member of staff who is not in one of those roles — for example a class teacher or team colleague — we ask them to confirm that the headteacher, principal, registered manager or HR department has had sight of it. Where that confirmation is not given, the reference is referred to the Designated Safeguarding Lead before the candidate is cleared.
- We do not accept open references, including those addressed "to whom it may concern", as the sole evidence of suitability.
- We do not accept references from anyone related to the candidate by birth or marriage, including extended and close family connections, or from a partner or close friend.

Verifying references

- All references are obtained from professional email addresses (not gmail, hotmail, yahoo, etc), unless the non-professional address can be verified as being linked to a professional establishment.
- We confirm the referee holds the role stated and that the reference relates to the correct individual.
- We contact the referee directly to verify key information, and record the date, method and outcome.
- We compare the reference against the candidate's application and registration history, and seek written clarification where a reference is vague, incomplete or limited to dates and job title.
- We establish and record the reason for leaving the current or most recent post.

You're not just
a number.

GET IN TOUCH

Speak to team 0117 422 6167
info@fiveeducation.co.uk

FIND US

Five Education, Whitefriars,
Lewins Mead, BS1 2NT
www.fiveeducation.co.uk

LEGAL

Five Education Recruitment Ltd,
Registered in England and Wales
No. 11402262

What we ask referees

Every reference request asks the referee to confirm, as a minimum:

- dates of employment, job title and duties, including whether the role involved work with children;
- attendance and disciplinary record, and the reason for leaving;
- whether the candidate has been subject to any substantiated safeguarding allegation or disciplinary action relating to the safety and welfare of children, including any where the candidate resigned before proceedings concluded;
- whether they have any concerns about the candidate's suitability to work with children;
- whether they would re-employ the candidate, and if not, why not.

Referees are reminded to provide factual information, and that unfounded, unsubstantiated or malicious allegations should not be included.

Many settings operate a policy of providing factual-only references. Where a reference confirms dates and job title but does not answer the safeguarding and suitability questions above, we accept it as verification of employment history and:

- put the safeguarding and suitability questions to the setting separately, in writing;
- record the setting's response, or its refusal to respond, on the candidate's file;
- refer the file to the Designated Safeguarding Lead where no answer is obtained, so that a decision can be made on what further assurance is needed before clearance — for example a second reference covering the same period, further verification of the reason for leaving, or matters explored at interview and recorded.

A factual-only reference is not treated on its own as evidence of suitability to work with children.

Candidates who are harder to reference

Some candidates have relevant backgrounds that are not easy to reference — for example a graduate student, or a stay-at-home parent returning to the workforce. These candidates are interviewed in depth, the interview is recorded on file, and they may be asked for an additional character reference.

You're not just
a number.

GET IN TOUCH

Speak to team 0117 422 6167
info@fiveeducation.co.uk

FIND US

Five Education, Whitefriars,
Lewins Mead, BS1 2NT
www.fiveeducation.co.uk

LEGAL

Five Education Recruitment Ltd,
Registered in England and Wales
No. 11402262



A character reference is only accepted where the referee:

- has known the candidate for at least 3 years in a professional, educational, voluntary or community capacity — for example a tutor or course leader, placement supervisor, volunteer coordinator or former manager;
- can respond from a professional email address (not gmail, hotmail, yahoo etc), unless the address is a business account and we can evidence, by screenshot of the business's website, that it is used for business;
- is not related to the candidate by birth or marriage, including extended and close family connections (for example a sibling's partner);
- may be retired, but only where we can verify that they are the person the candidate worked with — by an identity check, or by verifying an email address linked to their former setting or to a professional body or register. The method and outcome of that verification is recorded on the candidate's file.

We ask the candidate to provide the referee's name, job title, company name, telephone number, professional email address, and the date from which they have known them. The reference is requested on our own form, verified in the same way as any other reference, and must address suitability to work with children.

Concerns, and references we cannot obtain

- Where a reference discloses a safeguarding concern, a disciplinary matter or an unexplained discrepancy, it is referred to the Designated Safeguarding Lead before any placement decision. The concern is explored with the referee and, separately, with the candidate, who is given a fair opportunity to respond. The concern, the responses, the decision and the reasoning are recorded on the candidate's file.
- No candidate is cleared for placement until such matters are resolved to the satisfaction of the Designated Safeguarding Lead.
- Where a required reference cannot be obtained — for example because the setting has closed or the referee cannot be traced — this must be authorised in writing by the Designated Safeguarding Lead, who records what alternative verification was obtained. No other member of staff may waive or vary any requirement in this section.

Records

You're not just
a number.

GET IN TOUCH

Speak to team 0117 422 6167
info@fiveeducation.co.uk

FIND US

Five Education, Whitefriars,
Lewins Mead, BS1 2NT
www.fiveeducation.co.uk

LEGAL

Five Education Recruitment Ltd,
Registered in England and Wales
No. 11402262



Reference records form part of the candidate's compliance file, are accessible only to staff who need them for recruitment and compliance purposes, and are retained in line with our retention schedule. Queries about how reference information is handled go to the Data Protection Lead at dataprotection@fiveeducation.co.uk.

We confirm in writing to client settings that the required checks, including references, have been completed for each worker supplied. Clients may request sight of the underlying evidence.

References we provide

- We provide factual and accurate information, and do not provide open references addressed "to whom it may concern".
- False, unfounded, unsubstantiated or malicious safeguarding allegations are not included.
- Substantiated safeguarding allegations that meet the harm threshold are included factually.
- Low-level concerns are not included unless they relate to matters that would normally be included in a reference, such as misconduct or poor performance.

9. Selection and Interview

Five Education will use structured selection techniques to assess competence, motivation, professional judgement and suitability to work with children. Interview or suitability questions will normally include:

- motivation for working with children and for the role applied for;
- examples of relevant experience, skills and behaviour;
- understanding of safeguarding responsibility, professional boundaries and appropriate conduct;
- probing of gaps, discrepancies, frequent moves or unexplained changes in employment;
- exploration of relevant self-declaration, online-search, reference or vetting information; and
- questions designed to identify attitudes or behaviours that may indicate poor safeguarding judgement or negative safeguarding behaviours.

Any past disciplinary action or substantiated safeguarding allegation will be considered in the circumstances of the individual case. Decisions will be evidence-based, proportionate and clearly recorded.

10. Pre-appointment and Pre-placement Vetting Checks

You're not just
a number.

GET IN TOUCH

Speak to team 0117 422 6167
info@fiveeducation.co.uk

FIND US

Five Education, Whitefriars,
Lewins Mead, BS1 2NT
www.fiveeducation.co.uk

LEGAL

Five Education Recruitment Ltd,
Registered in England and Wales
No. 11402262



A candidate will not be treated as fully cleared for a role until the checks appropriate to that role have been completed satisfactorily, or a lawful and documented risk-managed exception applies. The exact checks depend on the work, setting and legal eligibility.

Five Education will complete and record, as applicable:

- identity checks, including current and former names and verification against original or approved identity evidence;
- current address and National Insurance information where relevant;
- right-to-work checks in accordance with current Home Office requirements;
- an enhanced DBS check for eligible child-workforce roles and children's barred-list information where the role is regulated activity;
- DBS certificate review and a documented, individual risk assessment where relevant information is disclosed;
- childcare disqualification checks where the role falls within the Childcare Act 2006 / 2018 Regulations;
- section 128 checks where relevant to management of an independent school, academy or free school;
- teacher prohibition, restrictions, QTS and induction/probation status through DfE Check a teacher's record where applicable;
- professional registration or qualification checks where required by the role;
- appropriate further checks for people who have lived or worked outside the UK;
- references and full employment-history checks; and
- confirmation of fitness to carry out the duties of the specific role at the appropriate stage of recruitment.

Health and disability information

Five Education will comply with section 60 of the Equality Act 2010 when asking health or disability questions before an offer. Pre-offer questions will only be asked where legally permitted, for example to identify reasonable adjustments for the recruitment process or to establish whether an applicant can carry out a function that is intrinsic to the role. Where fitness verification is required, it will be undertaken at the appropriate pre-appointment stage and handled confidentially.

Overseas checks

A person who has lived or worked outside the UK will undergo the same UK checks as other candidates. Five Education will also make further checks it considers appropriate so that relevant events outside the UK can be considered. This may include overseas criminal-record evidence and, for teaching roles, information from the relevant professional regulating authority. Where evidence is unavailable, Five Education will use alternative checks and a documented risk assessment before deciding whether the candidate can be cleared.

You're not just
a number.

GET IN TOUCH

Speak to team 0117 422 6167
info@fiveeducation.co.uk

FIND US

Five Education, Whitefriars,
Lewins Mead, BS1 2NT
www.fiveeducation.co.uk

LEGAL

Five Education Recruitment Ltd,
Registered in England and Wales
No. 11402262



DBS Update Service

Where Five Education relies on the DBS Update Service, it will obtain the individual's consent, verify identity, inspect the original DBS certificate, confirm that the certificate is for the correct workforce and level of check and carry out the online status check. Candidates may join the Update Service when the DBS application is made or within 30 calendar days of the certificate issue date. Five Education may require or strongly encourage Update Service membership where this supports safe and efficient ongoing supply work.

11. Regulated Activity and the September 2026 Change

From 1 September 2026, the Crime and Policing Act 2026 removes the supervision exemption from the definition of regulated activity with children. Supervision no longer takes a person outside regulated activity where they teach, train, instruct, care for or supervise children frequently or meet the statutory period condition.

For these activities, the period condition is met when the same person carries out the activity on more than three days in any 30-day period, or overnight where the statutory overnight conditions apply. Some activities, including relevant personal care and certain healthcare, are regulated activity regardless of frequency.

The main practical change affects volunteers and other people who were previously treated as outside regulated activity solely because they were sufficiently supervised. Most paid education supply staff with regular contact with children were already in regulated activity, so the 2026 change does not reduce or replace existing checks for paid candidates.

Five Education will therefore:

- assess regulated-activity status by reference to the actual duties, frequency and setting of the role;
- not treat supervision as an exemption where the statutory regulated-activity conditions are met;
- ensure volunteers in regulated activity have an enhanced DBS check with children's barred-list information;
- review any existing volunteer or supervised roles affected by the change before they continue in regulated activity after 1 September 2026; and
- reassess DBS eligibility whenever a person's duties, frequency or working pattern changes.

12. Agency Assurances to Schools and Colleges

When Five Education supplies agency or third-party staff to a school or college, Five Education will provide written notification that it has carried out the checks that the school or college would otherwise be required to perform for that individual, so far as those checks are applicable to the role.

The written assurance will confirm that the appropriate enhanced DBS certificate has been obtained. Where the role is regulated activity, Five

You're not just
a number.

GET IN TOUCH

Speak to team 0117 422 6167
info@fiveeducation.co.uk

FIND US

Five Education, Whitefriars,
Lewins Mead, BS1 2NT
www.fiveeducation.co.uk

LEGAL

Five Education Recruitment Ltd,
Registered in England and Wales
No. 11402262



Education will ensure that children's barred-list information has been obtained through the appropriate route before the candidate is placed.

If an enhanced DBS certificate obtained by Five Education contains disclosed information, Five Education will provide the school or college with a copy or the information required so that the school or college can meet its KCSIE responsibilities and make an informed safeguarding decision.

Five Education will provide sufficient identity information to enable the school or college to confirm that the person presenting for work is the same person on whom the checks were carried out. Five Education will cooperate promptly with client audit and single-central-record assurance requests that are lawful and proportionate.

13. Ongoing suitability, Records and Legal Reporting Duties

Ongoing suitability

Safer recruitment continues after a candidate has been cleared. Five Education will consider new information that may affect suitability, including client feedback, safeguarding allegations, low-level concerns, DBS Update Service status changes, professional restrictions or other relevant information. Low-level concerns received about supply staff will be recorded and reviewed for possible patterns across placements.

Safeguarding allegations and placement endings

A candidate leaving an assignment, resigning or ceasing to accept work does not end Five Education's safeguarding responsibilities. Five Education will continue to cooperate with the school or college, Local Authority Designated Lead (LADO), police, local authority children's social care and other relevant bodies as required. Ending an assignment must never be used as a substitute for completing the safeguarding process.

DBS and TRA referrals

Five Education will make a referral to the DBS where the statutory referral conditions are met, including where a person is removed from regulated activity, or would have been removed had they not left, and the relevant conduct, harm or automatic-barring criteria apply. The duty can still apply where the person resigns or stops working before an investigation is complete.

Where Five Education is the employer or agency of a teacher and ceases to use, dismisses or would have ceased to use the teacher's services because of serious misconduct, Five Education will consider whether a referral to the Secretary of State through the Teaching Regulation Agency is required, in addition to any DBS referral.

Records and data protection

Recruitment and vetting records will be factual, accurate, dated, attributable and stored securely with access restricted to people who need the information. Five Education will record the checks completed, date/result,

You're not just
a number.

GET IN TOUCH

Speak to team 0117 422 6167
info@fiveeducation.co.uk

FIND US

Five Education, Whitefriars,
Lewins Mead, BS1 2NT
www.fiveeducation.co.uk

LEGAL

Five Education Recruitment Ltd,
Registered in England and Wales
No. 11402262



relevant risk assessments, decisions and rationale. Criminal-record information will be processed in accordance with the Data Protection Act 2018, UK GDPR, the Data (Use and Access) Act 2025 and the DBS Code of Practice.

Copies of DBS certificates will only be retained where there is a valid reason and for no longer than necessary; where a copy is retained for recruitment or safeguarding purposes it should normally be destroyed within six months unless a lawful reason requires a different period. Five Education may retain a record that the check was completed, the outcome and the recruitment decision, subject to its retention schedule and legal obligations.

14. Summary and Policy Awareness

Five Education will make this policy available to relevant staff and will provide candidates and clients with appropriate information about its safer recruitment and compliance arrangements. Internal staff responsible for recruitment or compliance will receive updates when legal requirements or KCSIE change.

The key operating principles are:

- define the role and its safeguarding risk before recruitment;
- obtain a complete history and scrutinise gaps and inconsistencies;
- use references, structured interview and proportionate online due diligence to test suitability;
- complete the correct DBS, barred-list, teacher-status, right-to-work, overseas and role-specific checks;
- do not allow supervision to be treated as an exemption from regulated activity from 1 September 2026 where the statutory conditions are met;
- provide schools and colleges with clear written assurance of agency checks;
- record decisions and rationale; and
- continue to assess suitability after placement and make statutory referrals when required.

Statutory basis for this version

This policy is written against Keeping Children Safe in Education 2026, which came into force on 1 September 2026 and replaces the 2025 edition. Five Education will update this policy promptly if statutory guidance changes.

15. Appendix

This policy is informed by the following legislation and guidance. The current version should always be used.

Legislation / Guidance	Relevance to this policy
Keeping Children Safe in Education 2026	Statutory guidance for schools and colleges, including safer recruitment and agency/supply staff requirements.
Working Together to Safeguard Children 2026	Statutory multi-agency safeguarding guidance.

You're not just
a number.

GET IN TOUCH

Speak to team 0117 422 6167
info@fiveeducation.co.uk

FIND US

Five Education, Whitefriars,
Lewins Mead, BS1 2NT
www.fiveeducation.co.uk

LEGAL

Five Education Recruitment Ltd,
Registered in England and Wales
No. 11402262



Safeguarding Vulnerable Groups Act 2006	Regulated activity and barring framework.
Crime and Policing Act 2026	Removes the supervision exemption from regulated activity with children from 1 September 2026.
Regulated activity: removal of the supervision exemption	DfE/DBS guidance on the September 2026 regulated-activity change.
Police Act 1997	Criminal-record disclosure framework relevant to DBS checks.
Rehabilitation of Offenders Act 1974 and Exceptions Order	Rules on disclosure, filtering and exempt roles.
Childcare Act 2006 and Childcare Disqualification Regulations 2018	Disqualification requirements for specified childcare roles.
Education (Health Standards) (England) Regulations 2003	Health standards relevant to specified education employment.
Equality Act 2010	Non-discrimination and limits on pre-employment health questions.
Immigration, Asylum and Nationality Act 2006 and current Home Office right-to-work guidance	Right-to-work responsibilities.
Teachers' Disciplinary (England) Regulations 2012	Teaching prohibition and professional regulation framework.
DfE Check a teacher's record	Service for checking teacher status, QTS, induction, prohibitions, sanctions and restrictions.
Data Protection Act 2018, UK GDPR and Data (Use and Access) Act 2025	Lawful handling of recruitment, safeguarding and criminal-record information.
DBS Code of Practice and DBS eligibility guidance	Requirements and good practice for criminal-record checks and certificate information.
Employment Agencies Act 1973 and Conduct of Employment Agencies and Employment Businesses Regulations 2003	Framework applying to employment businesses and supply agencies.
Five Education Safeguarding Children Policy 2026	Related safeguarding, concerns, allegations, low-level concerns and referral procedures.

You're not just
a number.

GET IN TOUCH

Speak to team 0117 422 6167
info@fiveeducation.co.uk

FIND US

Five Education, Whitefriars,
Lewins Mead, BS1 2NT
www.fiveeducation.co.uk

LEGAL

Five Education Recruitment Ltd,
Registered in England and Wales
No. 11402262