

Supply Teach Group Ltd
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01/09/2026

At Supply Teach Group Ltd, safeguarding and safer recruitment are central to our work. We are committed to providing schools and educational settings with suitable education professionals who have undergone the safeguarding and recruitment checks appropriate to their role.

Our recruitment and vetting procedures follow the relevant requirements of the Department for Education's statutory guidance, **Keeping Children Safe in Education (KCSIE), September 2026**, alongside applicable safer recruitment legislation and guidance.

We regularly review our procedures for teachers, tutors, cover supervisors, teaching assistants, nursery practitioners and support staff.

Pre-placement checks

All candidates complete a registration and interview process. Before placement, we undertake and record the checks appropriate to the individual, role and setting, including:

- Pre-registration telephone screening and a face-to-face or remote interview.
- Verification of identity, including photographic identification and proof of address.
- Verification of the right to work in the United Kingdom.
- An enhanced DBS check, including children's barred list information where the role involves regulated activity.
- Verification of relevant qualifications.
- Two professional references obtained directly and verified, including the current or most recent employer and the last employer involving work with children where relevant. Any discrepancies or concerns are resolved before placement.
- A full employment history, with gaps and reasons for leaving explored.
- Teaching prohibition and interim prohibition checks through DfE's Check a teacher's record service, and section 128 checks where applicable.
- Appropriate additional checks for candidates who have lived or worked overseas, including overseas criminal record and professional suitability checks where available and relevant.
- Verification of mental and physical fitness to undertake the responsibilities of the role.
- Childcare disqualification checks where applicable.
- Consideration of online searches as part of shortlisting due diligence, with candidates informed that searches may be undertaken.
- Signed confirmation that candidates have read and understood Part one of KCSIE 2026.

Ongoing safeguarding and compliance

We provide safeguarding and child protection updates and regularly review our compliance records.

Where we use the DBS Update Service, we obtain the individual's consent, verify the original certificate and confirm that its level, workforce and barred list coverage are appropriate. We repeat status checks annually under our internal policy and obtain a new certificate where required. Follow-up right-to-work checks are completed where applicable.

Written confirmation for schools

Before an educator starts work, we provide individual written confirmation that the checks the school would otherwise undertake have been completed, including confirmation that the appropriate enhanced DBS certificate has been obtained. Where disclosure circumstances require it, we provide the school with a copy of the certificate. This confirmation supports the school's Single Central Record obligations. The school should verify the educator's identity on arrival and provide its local safeguarding induction.

We work closely with schools to share and address safeguarding concerns, including allegations and low-level concerns, and fulfil applicable referral duties.

Please contact us if you require further information about our procedures or an individual placement.

Yours sincerely,

Ben Maskrey
Company Director