
LETTER OF ASSURANCE - SAFER RECRUITMENT POLICY

Stars Corporate Limited is fully committed to safeguarding and promoting the welfare of children and young people. We ensure that all individuals employed by the organisation are recruited in strict accordance with recognised Safer Recruitment policies and guidance, with particular emphasis on our work within education settings, alternative provision, holiday clubs, football programmes, and events.

All staff employed by Stars Corporate Limited are appointed in line with the Department for Education's statutory guidance, including *Keeping Children Safe in Education (KCSIE)* and wider Safer Recruitment best practice guidance. Our recruitment processes are designed to deter, identify, and reject unsuitable candidates, ensuring that only individuals who are safe and appropriate to work with children, particularly within education provisions, are employed.

Our Safer Recruitment procedures include:

Pre-Employment Checks

All prospective employees, contractors, and volunteers undergo thorough pre-employment screening in line with KCSIE and Safer Recruitment guidance. This includes:

- Enhanced DBS checks with children's barred list clearance
- Verification of identity and right to work in the UK
- Verification of qualifications and full employment history
- Obtaining and scrutinising professional references
- Suitability checks specific to working within education settings

Safeguarding Training and Induction

All staff receive safeguarding training as part of their induction, in line with Safer Recruitment and KCSIE expectations, prior to working with children. This ensures they fully understand their responsibilities within education and alternative provision environments. Ongoing training and updates are provided to maintain compliance with current legislation and best practice.

Code of Conduct and Professional Standards

All employees are required to adhere to a clear Code of Conduct, aligned with Safer Recruitment principles, which outlines expected behaviours, professional boundaries, and standards when working with children. This ensures a safe, consistent, and professional environment across all provisions.

Ongoing Monitoring and Supervision

In line with Safer Recruitment guidance, Stars Corporate Limited maintains ongoing monitoring of all staff through regular supervision, performance reviews, and safeguarding discussions. This ensures continued suitability to work with children and allows for early identification and management of any concerns.

The company's Director, Sam Bayston, is the Designated Safeguarding Lead (DSL) and holds a Level 3 Safeguarding qualification. He oversees all safeguarding and Safer Recruitment processes, ensuring that all staff working within education provisions meet statutory requirements and that safeguarding remains central to all operations.

We regularly review and update our safeguarding and recruitment policies to ensure full alignment with current legislation and recognised Safer Recruitment guidance, including *Keeping Children Safe in Education*.

Should you require any further information regarding our Safer Recruitment procedures or safeguarding practices within our education provision, please do not hesitate to contact us at **info@starscorporateltd.co.uk**.

Stars Corporate Limited

A stylized, handwritten signature in black ink that reads "SBAYSTON". The letters are bold and slightly slanted, with a cursive-like flow.

SAM BAYSTON