

Disqualification Under the Childcare Act 2006

Supreme Recruitment follows the guidance published by the Department for Education (DfE) dated February 2015, which replaces the October 2014 supplementary advice.

We will ensure that every candidate who registers to work with children has additional checks carried out as part of our recruitment processes. This is to comply with childcare legislation (the Childcare Act 2006 and the Childcare (Disqualification) Regulations 2009) and the Conduct of Employment Agencies and Employment Businesses Regulations 2003 (the Conduct Regulations).

Prior to a candidate's initial interview, we will email links to the Disqualification Under the Childcare Act 2006 and Keeping Children Safe in Education (Part 1). They are required to read through the documentation and provide written confirmation that they are not disqualified on any of the grounds set out in the guidance. We ensure that anyone carrying out relevant childcare work is made aware of the legislation and how they could be disqualified by association. All potential candidates sign documentation to state they will inform Supreme Recruitment should anything change, or they become disqualified.

The link that is sent to all potential candidates contains a summary of relevant offences and orders which lead to disqualification and detailed descriptions of the childcare roles that the guidance applies to.

Supreme Recruitment ensures all candidates are aware that they will be committing an offence if they carry out relevant childcare work when disqualified.

If a potential candidate discloses that they are disqualified or live in the same household as someone who is disqualified, they are notified that we will not be able to offer them roles that involve relevant childcare work.

However, as set out in the DfE Guidance, they may be able to apply to Ofsted for a waiver of disqualification.

If Supreme Recruitment receives information relating to a candidate who is already supplied to a client, that gives reasonable grounds to believe the candidate is unsuitable for the position, we will provide relevant information to the client and terminate the placement/supply. If we receive information that indicates the candidate may be unsuitable for the position they are currently in, the client will be notified and Supreme Recruitment will investigate the suitability of the candidate. If the investigation deems the candidate unsuitable, Supreme Recruitment will end the supply. If the client ends the supply on grounds that the candidate may be unsuitable, Supreme Recruitment will still continue to investigate.



If there is another role which is not childcare related and the the client is willing and able to transfer the candidate, Supreme Recruitment will seek written confirmation from the client.

If Supreme Recruitment receives information that an individual working in a relevant setting falls within the disqualification criteria, we will inform Ofsted immediately.

This policy is valid from November 2018