

Safeguarding Children and Safer Recruitment



Safeguarding is our number one priority when placing candidates into schools and colleges. This is at the heart of PK Education's compliance procedures and practices.

Our commitment to safeguarding ensured that we first obtained the industry-recognised REC Audited Education Award in July 2015. We were the first national recruitment agency to receive this prestigious award and, prior to this, PK Education held the Quality Mark for Supply Teachers for six years.

At every stage of our candidate recruitment, vetting and selection process, the safety and welfare of children is prioritised. PK Education conducts rigorous pre-screening and pre-registration checks for every single applicant, including a thorough face-to-face interview to ensure that we place the right applicant in the right role.

Our Compliance process requires that all candidates must be verified and checked in line with the Department for Education's (DfE) statutory guidance for schools and colleges on safeguarding children and safer recruitment – Keeping children safe in education September 2025.

PK Education will always provide written confirmation of the following checks we undertake on your behalf on all our candidates. This process assists with the maintenance of the school's single central record. Documented proof of the following is required from candidates:

- **Photographic identity check**
- **A barred list check**
- **A enhanced DBS check with relevant barring list**
- **Prohibition from teaching check on QTS and non QTS candidates**
- **A section 128 (for management positions)**
- **Further checks on candidates who have lived or worked outside the UK; including recording Checks for EEA teacher sanctions and restrictions**
- **A check of professional qualifications**
- **Right to work with in the UK**
- **Childcare disqualification screening questions**

In addition to the above, PK Education also verifies:

- **A minimum of two written references, one from the most recent employer or place of study and one to show suitability for the role**
- **A full comprehensive CV with no employment or education gaps**
- **Proof of National Insurance and residency verification**
- **Details of any name changes and sight of original documents of; marriage, divorce and deed poll documents**
- **Verification of qualifications, including; induction certificate, QTS certificate, relevant teaching and education certificates**
- **Online / Social media checks (as requested)**
- **Verification of right to work in the UK for overseas teacher including; BRP checks via the home office, visa documentation and overseas documentation and police checks where applicable**

Candidates who are registered and are working for PK Education have their compliance continually updated.

As part of the Safer Recruitment process all candidates read and understand the importance of Keeping children safe in education - Part 1 September 2025.

We treat all complaints and allegations against our candidate seriously and will follow a robust procedure to deal with these matters; this includes referring to LADO / TRA/ DBS where necessary.



‘PK Education are one of the first education agencies to be awarded REC Audited Education Status; part of this is in recognition of their high safeguarding standards.’

– Angie Nicholls, Head of Compliance and Customer Services, Recruitment and Employment Confederation

