



## **Safer Recruitment Policy**

Last updated: 3 September 2025

# Safer Recruitment Policy

## 1. Purpose

Ensure all tutors recruited meet safeguarding and professional standards.

## 2. Vetting

Enhanced DBS (or equivalent), ID verification, qualifications, references.

## 3. Induction

All tutors trained in safeguarding, online safety, and ON22's Code of Conduct.

## 4. Ongoing Training

Annual refresher training and monitoring.

## 5. Responsibilities

Leadership ensures compliance; tutors uphold standards.

## FAQs

Q: Do you check tutors?

A: Yes, DBS + references + qualifications.

Q: Do tutors get safeguarding training?

A: Yes, at induction and annually.

Q: What if issues arise?

A: Tutors investigated; may be suspended or removed.

ON22 Academy is an online learning provider. We are not registered as an independent school with the UK Department for Education, but we follow safeguarding and wellbeing practices aligned with UK school standards.