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Fusion Staffing Ltd is fully aware that the recruitment of educators to work in schools or education organisations is a critical issue. We are completely committed to ensuring the safety of pupils and the highest-quality provision of teaching and support.

I would like to take this opportunity to assure you that Fusion Staffing Ltd. complies with all DfE requirements outlined in KCSIE 'Keeping Children Safe in Education' (September 2025), Statutory guidance—regulated activity (children), Welsh Government's 'Keeping Learners Safe' Guidance, and other relevant supporting legislation and guidance.

The company also follows the REC Code of Practice for the education recruitment sector and holds the REC Audited in Education award. We continually review all its processes for recruiting, providing, and managing teachers, instructors, tutors, cover supervisors, teaching assistants, and nursery nurses.

Initially, all candidates attend a interview during which extensive original documentary evidence is supplied; applicants are then carefully questioned on their classroom skills and relevant experience.

As part of our registration process all Fusion Staffing Ltd agency supply staff undergo the following vetting steps prior to placement:

- Pre-vetted via a telephone assessment
- Face to face or Teams interview
- Criminal background check via the DBS that is Update Service registered or a new DBS application for existing educators that have reached our 12-month limit.
- Fusion Staffing Ltd share information noted on an educator's disclosure certificate with clients, as required by the DBS and KCSIE.
- Signed Rehabilitation of Offenders Act Statement
- An overseas clearance if they lived in a foreign country in the last 5 years for 6 months or more
- Letter of Professional standing if they have taught or qualified abroad in the last 5 years
- Checked against the Children's Barred List
- References to cover the last 2 years of employment
- Confirmation of fitness to teach / health declaration
- Identity check (including proof of address and photographs)
- Qualification check (where appropriate)
- Right to Work in the UK check
- Childcare Disqualification checks for all educators working with children under the age of 8
- Educators sign to confirm they have read Keeping Children Safe in Education (part 1)
- Educators are provided with regular safeguarding and child protection information
- Online searches on educators will be carried out when registering

In addition to the checks outlined above, Fusion Staffing Ltd complete the following ongoing re-checks:



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- Annual DBS Update Service checks for all those registered or a new DBS application for existing educators that have reached our 12-month limit.
- A new enhanced DBS or Update Service check if there is a three-month gap from working in an educational environment.
- Legal permission to work in the UK, checked on an ongoing basis for all relevant educators