



The  
British School  
of Monaco

**POLICY SECTION:** Section 3 – PERSONNEL

**POLICY NUMBER:** 3.01

## **SAFER RECRUITMENT POLICY**

**EFFECTIVE FROM:**16/VI/22

**REVIEW DATE:** Summer 2023

# THE BRITISH SCHOOL OF MONACO

## Safer Recruitment Policy

The Mission of The British School of Monaco is to provide Monaco families with a British curriculum school that offers a nurturing community and an innovative learning environment, enabling students to evolve into their best authentic selves.

The Vision of The British School of Monaco is to create an exceptional educational environment in which students are nurtured to become authentic individuals, and reflective, resilient and adaptive learners.

Our teachers are dedicated to the pursuit of excellence, innovative teaching, and helping students reach their full potential.

### RATIONALE

The British School of Monaco is committed to promoting and safeguarding the welfare of children and young people.

The British School of Monaco recognises that the effectiveness and safety of its recruitment policy and procedures make a major contribution to child protection by helping to deter, reject or identify people who might be unsuitable for working with children.

### AIMS

The aims of the Safer Recruitment policy are to help deter, reject or identify people who might abuse pupils or are otherwise unsuited to working with them by having appropriate procedures for appointing staff.

The aims of The British School of Monaco's recruitment policy are as follows:

- to ensure that the best possible staff are recruited on the basis of their merits, abilities and suitability for the position;
- to ensure that all job applicants are considered equally and consistently;

- to ensure that no job applicant is treated unfairly on any grounds including race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital or civil partner status, disability or age;
- to ensure compliance with all relevant legislation, recommendations and guidance Loi 629 du 17 juillet 1957 (Monaco employment Law);
- to ensure that The British School of Monaco meets its commitment to safeguarding and promoting the welfare of children and young people by carrying out all necessary pre-employment checks.

Roles, responsibilities and actions are described in the school's Safer Recruitment Procedures (see 3.01a).

### **Monitoring the Effectiveness of the Policy**

This policy will be reviewed according to the school's policy review schedule or when the need arises by relevant staff, the Principal and the Governing Body, taking account of students' opinions and concerns, and parental views, where appropriate.