



DEALING WITH PERSONS WHO ARE DISQUALIFIED

Some people are not allowed to work with children because they are disqualified to do so. It is an offence if you employ someone who you know to be disqualified from working with children.

Some of the things that disqualify people from working with children are:

- Convictions or charge of an offence against a child
- Convictions or charge of certain offences against an adult (for example, murder, kidnapping, rape, indecent assault, assault occasioning actual bodily harm)
- Being on the protection of children act (POCCA) list of persons considered unsuitable to work with children.
- Being on the Dfes List 99 of people that are considered not fit and proper persons to work with children.
- Being made the subject of a disqualifying order.
- Being made the subject of an order where a child has been removed from his/her care or been prevented from living with him/her.

If you think that someone you are considering employing has a conviction that may disqualify them from working with children, then the person concerned or yourself can talk confidentially about this with Ofsted by calling the help line on **0300 123 1231**. You can find out more about the details of what disqualify people from working with children in the regulations relating to disqualifications.

A full list of all the circumstances that disqualify people from working children is available in: - The child minding and day care (Disqualification) (England) Regulations 2005.

If you want to employ someone who is disqualified, or you discover that someone you employ is disqualified then you must tell Ofsted. The person must apply to Ofsted to have disqualification waived. Ofsted will make a decision that person is suitable to work or be in contact with children.

Ofsted cannot waive a disqualification for people who are included on the POCCA list 99 act.

Policy adopted October 2019, signed
Director

Company Secretary

Woodcroft Pre-School and Wrap Around Care