**Values-based recruitment**

At St. Michaels, we are committed to the safeguarding of both our pupils and staff. We follow the values based recruitment process outlined by the NSPCC.

The values, as defined by the NSPCC, are:

Protect – Everyone is committed to the protection of children and young people from harm. We believe that keeping children safe is everyone’s responsibility, and that every child should have someone to turn to. We listen to children’s views and respond, giving due weight to what we are told.

Respect – We respect children and seek to foster respect for them in others. We challenge inequalities that exist for children, young people and adults, regardless of their community, race, gender, age, ability, sexuality, faith or circumstances. We strive to learn from everyone and everything that can help us to achieve our purpose. We treat our colleagues and partners with fairness and respect, supporting them in their efforts to make a difference.

Trust – We strive to be someone that children can trust. We work alongside and in cooperation with others, and wherever possible seek to forge new partnerships that can help to end cruelty to children. We strive to be effective and efficient, accountable and transparent.

Courage – We communicate openly and honestly, challenging the status quo and using our independence and experience to lead change for children in all our activities. We are committed to continuous improvement and must have a clear, measurable objective in everything we do.

The NSPCC behaviours associated with an effective member of staff are:

Working together – Works cooperatively in own team and with other teams and functions and in line with NSPCC values to achieve the NSPCC vision and purpose.

Accountability – Takes responsibility for own work and delivers against objectives, is reliable and acts with integrity.

Motivation and resilience – Is self-motivated, responds positively and treats challenges as opportunities.

Striving for improvement – Is questioning and challenging of self and others to bring about continuous improvement.

Planning and prioritisation – Works effectively to meet short- and long-term objectives and prioritises time and effort.

Stakeholder focus – Understands stakeholders’ needs and manages the relationships to achieve best outcomes.

Commitment to the NSPCC’s vision and purpose – Understands, believes in and demonstrates commitment to the role that they have in achieving the NSPCC’s vision and purpose.