





In addition the trustees commission a full annual audit of each school and the MAT shared services from an external safeguarding specialist. This enables the trustees to hold school leaders to account and provides independent verification of the information within the annual declaration (\$157).

All staff, within each of the Crofty Schools, are employed by Crofty Multi Academy Trust. Accordingly all our human relations policies are consistent and followed across all schools, including our safer recruitment procedure. The headteachers are responsible for recruitment within their schools and are expected to follow the MAT safer recruitment procedures.

The recruitment, related checks and subsequent appointment of all staff is supported by a shared member of staff with this responsibility.