

U-Educate Letter of Assurance-September 2026

U-educate – Letter of Assurance

U-educate recognises that recruiting high-quality educators to work in schools, nurseries and tuition settings is a significant responsibility. The safety and wellbeing of children is central to our mission, and we are committed to the highest standards of safer recruitment, safeguarding and compliance.

We fully comply with all statutory requirements set out in the Department for Education's Keeping Children Safe in Education (KCSIE) September 2026, the Safeguarding Vulnerable Groups Act, the Rehabilitation of Offenders Act, UK immigration legislation and all other relevant legislation and statutory guidance.

U-educate has always carried out comprehensive Right to Work checks in accordance with Home Office requirements as part of our robust safer recruitment procedures.

The Right to Work changes effective from 1 October 2026 do not require any changes to our recruitment processes. Our existing procedures already meet these requirements, and we will continue to complete identity verification and Right to Work checks using a Government-certified Identity Service Provider (IDSP) for eligible British and Irish citizens, together with Home Office online Right to Work checks for individuals required to evidence their immigration status digitally.

This ensures we continue to meet all statutory obligations while maintaining robust identity verification and eligibility-to-work checks for every educator we recruit.

U-educate follows Neuen Audit's compliance framework and continually reviews and enhances our recruitment, vetting and safeguarding processes to ensure they remain fully compliant with current legislation and best practice.

Recruitment and Vetting

All educators complete a comprehensive recruitment and assessment process before being offered assignments. This includes a face-to-face interview, either in person or via a secure video platform, during which original documentation is verified, professional competencies are assessed, safeguarding knowledge is discussed and previous experience working with children is explored.

Prior to placement, every educator undergoes a robust safer recruitment process, including:

- Telephone pre-screening assessment.
- Face-to-face interview.

- Enhanced DBS check with Children's Barred List information or an Enhanced DBS Update Service check where applicable. Where a DBS certificate exceeds U-educate's renewal requirements, a new Enhanced DBS application is completed.
- Review and disclosure of any relevant DBS information to clients where required in accordance with DBS guidance and KCSIE.
- Signed Rehabilitation of Offenders declaration.
- Overseas criminal record checks (or certificates of good conduct) where an individual has lived overseas for six months or more within the previous five years.
- Children's Barred List check where required.
- Verification of employment history, including a minimum of two professional references covering the most recent education, childcare or employment experience.
- Verification of career history, including investigation of any gaps in employment.
- Health declaration confirming fitness to work.
- Identity verification and Right to Work checks completed using a Government-certified IDSP for eligible British and Irish citizens, together with Home Office online Right to Work checks where applicable.
- Qualification verification, where appropriate.
- Registration checks with the Education Workforce Council (Wales), where applicable.
- Teacher Regulation Agency (TRA) prohibition, induction, sanctions and Section 128 checks, where appropriate.
- Childcare Disqualification Declaration for educators working with children under the age of eight.
- Confirmation that Part One of Keeping Children Safe in Education has been read and understood.
- Completion of safeguarding and child protection training.
- Allergy and Anaphylaxis awareness training for educators working in schools.

Ongoing Compliance

Safeguarding compliance is continually monitored throughout an educator's engagement with U-educate. Ongoing checks include:

- Annual DBS Update Service status checks or a new Enhanced DBS application where required.

- A new Enhanced DBS or Update Service check where an educator has had a break of three months or more from working in an educational setting.
- Updated professional references every three months for educators who have not undertaken work through U-educate during that period.
- Ongoing monitoring of legal Right to Work status throughout employment.
- Annual refresher safeguarding training, including Advanced Safeguarding, Child Protection, Prevent, FGM awareness and other mandatory safeguarding updates.
- Annual confirmation that educators have read and understood U-educate's Safeguarding Policy and the latest edition of Keeping Children Safe in Education.
- Annual Childcare Disqualification Declaration, where applicable.
- Continued access to National Cyber Security Centre training for education staff.

Client Assurance

We continually review our recruitment and safeguarding procedures to ensure they remain aligned with changes in legislation, statutory guidance and industry best practice. This enables our clients to have complete confidence that every educator supplied by U-educate has been recruited, vetted and managed in accordance with the highest safeguarding standards.

If you require any further information regarding our safer recruitment processes or compliance procedures, please contact a member of our Compliance and Talent Team.

Completed by: Adam Gray

Signature:



Role/Position: Director

Date Completed: 02/09/2026

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