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1st September 2025

Dear Colleague,

Confirmation of Safer Recruitment Practice at Future Roots

This letter is intended to provide confirmation of safe recruitment practice in relation to Future Roots staff who work for the organisation in order to undertake “regulated activity” or carry out work which involves significant opportunities for access to children and young people. The letter may be helpful to you in demonstrating our commitment to and compliance with safe recruitment guidance.

Although not a school or college by definition, Future Roots always aims to follow safe recruitment practice in line with “Keeping Children Safe in Education” Part 3 (DfE September 2025) where this clearly applies.

Our approach is set out in our Safer Recruitment Policies and is followed in all Future Roots recruitment practice.

On appointment of new staff, Future Roots will have carried out all of the required pre-appointment checks as specified within Part 3 of “Keeping Children Safe in Education” (DfE 2025) and followed relevant guidance.

All staff appointed to posts involving significant opportunities for access to children and young people, since 2002 when CRB Disclosures were introduced, have been required to apply for an Enhanced Disclosure Certificate, through the appropriate regulatory body (now Disclosure and Barring Service - DBS) on appointment to a post with FR. In addition, Disclosure checks have been renewed where required by specific Regulations to have regular re-checks.

In summary, Future Roots undertakes DBS Disclosure checking as follows:

1. All posts that fall within the new tighter definition of 'Regulated Activity' are subject to an Enhanced DBS Disclosure with Barred List Check.
2. All posts/positions which fall within the pre-Oct 2012 wider definition of Regulated Activity are subject to an Enhanced DBS Disclosure only.
3. This does not extend to staff whose business for visiting our premises is not related to and does not require access to children or young people. The identity of any such visitor is verified and recorded.

Therefore, you can expect that any staff employed by Future Roots undertaking “Regulated Activity” or carrying out work requiring significant access to children and young people will have been subject to safer recruitment practice and, where

appointed since 2002, will have been subject to an Enhanced Disclosure from the relevant regulatory body on appointment.

Third Party & Agency Staff:

Part 3 of "Keeping Children Safe in Education (DfE September 2025) requires schools to obtain written confirmation from any agency or third party organisation that they use, that the organisation have carried out the appropriate checks on an individual who will be working at the school or college that the school or college would have carried out had they been employing them directly.

Future Roots does not use third party agencies nor employ and individuals that fall within this regulation.

Yours Faithfully



Julie Plumley, Founder and Director - Future Roots

DipHE/SW and Registered Social Worker

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