

Disqualification under the Childcare Act 2006

Introduction

Axcis Education follows the guidance published by the Department for Education (DfE) dated February 2015, which replaces the October 2014 supplementary advice. This Policy applies to all contractors who work for Axcis Education. This Policy should be read in conjunction with the Recruitment, Selection and Vetting Policy.

Statement of Intent

Axcis Education ensures that every contractor that registers to work with children has additional checks carried out as part of our recruitment processes. This is to comply with childcare legislation (the Childcare Act 2006 and the Childcare (Disqualification) Regulations 2009) and the Conduct of Employment Agencies and Employment Businesses Regulations 2003 (the Conduct Regulations).

Procedures

When contractors are invited for a face to face interview, they are emailed links to the Disqualification under the Childcare Act 2006 and Keeping Children Safe in Education (Part 1). They are required to read through the documentation and provide written confirmation that they are not disqualified on any of the grounds set out in the guidance. We ensure that anyone carrying out relevant childcare work is made aware of the legislation and how they could be disqualified by association. All potential contractors sign documentation to state they will inform Axcis Education should anything change/they become disqualified.

The link that is sent to all potential contractors contains a summary of relevant offences and orders which lead to disqualification and detailed descriptions of the childcare roles that the guidance applies to.

Axcis Education ensures all contractors are aware that they will be committing an offence if they carry out relevant childcare work when disqualified.

If a potential contractor discloses that they are disqualified or live in the same household as someone who is disqualified, they are notified that we will not be able to offer them roles that involve relevant childcare work. However, as set out in the DfE Guidance, they may be able to apply to Ofsted for a waiver of disqualification.

In the event that Axcis Education receives information relating to a contractor who is already supplied to a client, that gives reasonable grounds to believe the contractor is unsuitable for the position, Axcis Education will provide relevant information to the client and terminate the placement/supply. If Axcis Education receives information that indicates the contractor may be unsuitable for the position they are currently in, the client will be notified and Axcis Education will investigate the suitability of the contractor. In the event the investigation concludes the contractor is unsuitable, Axcis Education will end the supply. If the client ends the supply on grounds that the contractor may be unsuitable, Axcis Education will still continue to investigate.

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If there is other work which is not a relevant childcare role that the client is willing and able to transfer the contractor to, Axcis Education will seek written confirmation from the client.

In the event that Axcis Education receives information that an individual working in a relevant setting falls within the disqualification criteria, we will inform Ofsted immediately.

Communicating this Policy

- This Policy will be communicated to contractors at their initial induction interview / briefing and thereafter from time to time, as determined appropriate by Axcis Education. This Policy is available on the Axcis Education website and is communicated to all clients.

The contact details for Axcis Education are as follows:

Contact Point	Number or e-mail	Notes
Landline	0207 580 2956	Use during office hours
Martin Keddie	0207 580 2956	Associate Director – HR & Candidate Management
Sara Wills	0207 580 2956	HR & Training Director
E-mails	martin@axcis.co.uk sara@axcis.co.uk	E-mails are periodically checked out of hours

Signed: *Paul Gold*

Position: CEO

Date: 6th August 2025

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