



Safer Recruitment (Multi-agency)

Introduction

Research, experience and learning from serious case reviews illustrates the importance of strong and effective recruitment and selection procedures that help deter, reject or identify people who might abuse children, or who are otherwise unsuited to working with them. If you recruit staff and/or volunteers into the children and young people's workforce, you should be trained in safer recruitment practices.

Organisations that provide services to children must incorporate these measures into their processes to remain safe, making safeguarding and promoting the welfare of children an integral part of human resources (HR) management in organisations that work with children is an essential part of creating safe environments. The need for this was illustrated by the Soham case and the findings and recommendations contained in Sir Michael Bichard's report into that case (2004).

Please note this is not intended to be a comprehensive workshop on staff recruitment and selection but on how safer recruitment fits within the wider context of safeguarding and promoting the welfare of children.

Learning Outcomes

By the end of the course, delegates will be able to:

- Demonstrate an understanding of offender behaviour.
- Identify the key features of staff recruitment that help deter or prevent the appointment of unsuitable people.
- Consider policies and practice that minimise opportunities for abuse or ensure its prompt reporting.
- Help participants begin to review their policies and practice in recruitment with a view to creating a safer culture.

Audience	Youth, Sports and Culture, Social, Family and Voluntary Support, Justice and Crime Prevention, Health, Education, Early Years and Childcare, Business Support
Age Ranges	0 - 5 yrs / 5 - 7 yrs / 7 - 11 yrs / 11 - 19 yrs / 19+ yrs
Trainer	Clare Meadows, Gillian Gouch

Start Date	Venue	Times	Event Code
9 Jun 2022	Twickenham Training Centre, 53 Grimwood Road, TW1 1BY	09:30 to 16:00	EDU 21/1106