



The Principles of Safer Recruitment

If you employ staff or even volunteers to work with children, young people or vulnerable adults, you have a duty to ensure that you're protecting your charges by adhering to safer recruitment practices. Below is a detailed underlying principle checklist to help you to start working on your own safer recruitment plan.

- Verify every prospective employee's identity

- Ask for written details of their qualifications

- Obtain a declaration that states the person has no cautions or convictions before they are interviewed

- Order the appropriate Disclosure and Barring Service (DBS) checks

- Only accept valid, current and original documentation

- Obtain at least two written references before an offer of employment is offered

- Undergo in-person vetting, usually in an interview setting that allows you to test the candidates attitude toward children and young people, as well as probing their approach to safeguarding

- Allow a probation period of at least three months. This will allow you to properly support your new employee, and highlight your own expectations in terms of safeguarding behaviour

- Involve and engage current staff to follow government guidelines on safer recruitment, which will help you keep an eye out on new hires

- Provide the appropriate safeguarding courses for employees

Safer Recruitment is designed to protect children's welfare at every point where they come into contact with professionals in a safeguarding role.

For more information, please visit:

www.virtual-college.co.uk/courses/safeguarding-courses