



# Safe Recruitment

## Policy

### Introduction

The purpose of this policy is to set out the minimum requirements of a recruitment process for employees of Friends of X112 that aims to:

- ✓ attract the best possible applicants to vacancies;
- ✓ deter prospective applicants who are unsuitable for work with children, young people, vulnerable adults or the elderly;
- ✓ identify and reject applicants who are unsuitable for work with children, young people, vulnerable adults or the elderly.

### Statutory Requirements

Where there are some statutory requirements for the appointment of some staff in community and outreach centres, they must always be met, recognising that those requirements will change from time-to-time.

### Identification of Recruiters

Subject to the availability of training, Friends of X112 will move towards a position in which at least one recruiter has successfully received accredited training in safe recruitment procedures.

### Inviting Applications

Advertisements for posts - whether in newspapers, journals or on-line - will include the statement: *"Friends of X112 is committed to safeguarding children, young people, vulnerable adults and the elderly. All postholders are subject to a satisfactory enhanced Criminal Records Bureau disclosure."*

Prospective applicants will, as a minimum, be supplied with or given access to (eg: on Friends of X112's internet web site) the following:

- ✓ job description and person specification;
- ✓ Friends of X112's safeguarding policies;
- ✓ Friends of X112's safe recruitment policy;
- ✓ the selection procedure for the post.

All applications must be in writing (either on paper or by e-mail).

### Short-listing and References

Short-listing of candidates will be against the person specification for the post.

Where possible, references will be taken up before the selection stage, so that any discrepancies can be probed during the selection stage.

References will be sought directly from the referee.

References or testimonials provided by the candidate will never be accepted.

Where necessary, referees will be contacted by telephone or e-mail in order to clarify any anomalies or discrepancies. A detailed written note will be kept of such exchanges.

Where necessary, previous employers who have not been named as referees will be contacted in order to clarify any anomalies or discrepancies. A detailed written note will be kept of such exchanges.

Referees will always be asked specific questions about:

- ✓ the candidate's suitability for working with children, young people, vulnerable adults or the elderly;
- ✓ any disciplinary warnings, including time-expired warnings, that relate to the safeguarding of children, young people, vulnerable adults or the elderly;
- ✓ the candidate's suitability for this post.

### *The Selection Process*

Selection techniques will be determined by the nature and duties of the vacant post, but all vacancies will require an interview of short-listed candidates.

Interviews will always be face-to-face. Telephone interviews may be used at the short-listing stage but will not be a substitute for a face-to-face interview (which may be via visual electronic link).

Candidates will always be required:

- ✓ to explain satisfactorily any gaps in employment;
- ✓ to explain satisfactorily any anomalies or discrepancies in the information available to recruiters;
- ✓ to declare any information that is likely to appear on a Criminal Records Bureau disclosure;
- ✓ to demonstrate their capacity to safeguard and protect the welfare of children, young people, vulnerable adults and the elderly.

### *Employment Checks*

All successful applicants are required:

- ✓ to provide proof of identity;
- ✓ to complete a Criminal Records Bureau disclosure application and receive satisfactory clearance;
- ✓ to provide actual certificates of qualifications;
- ✓ to complete a confidential health questionnaire;
- ✓ to provide proof of eligibility to live and work in the UK.

### *Induction*

All staff who are new to Friends of X112 will receive induction training that will include Friends of X112's safeguarding policies and guidance on safe working practices.

Regular meetings will be held during the first 3 months of employment between the new employee(s) and the appropriate manager(s).

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## **Change Record**

<b>Date of Change:</b>	<b>Changed By:</b>	<b>Comments:</b>
29/07/2019	Loraine Birchall	Policy approved by the Trustees 31/07/2019