8th Annual Safeguarding Children Forum:
10 June 2010

Improved Safeguarding through Safer Recruitment and Safer Working Practices

Marion Ingram
Acting Deputy Director Social Care, Children's Service

TOGETHER ANYTHING'S POSSIBLE IN BARNET

www.cwdcouncil.org.uk/safeguarding/safer-recruitment

Safer recruitment

Helping to keep children and young people safe

12 steps to safer recruitment

Doing simple things well:

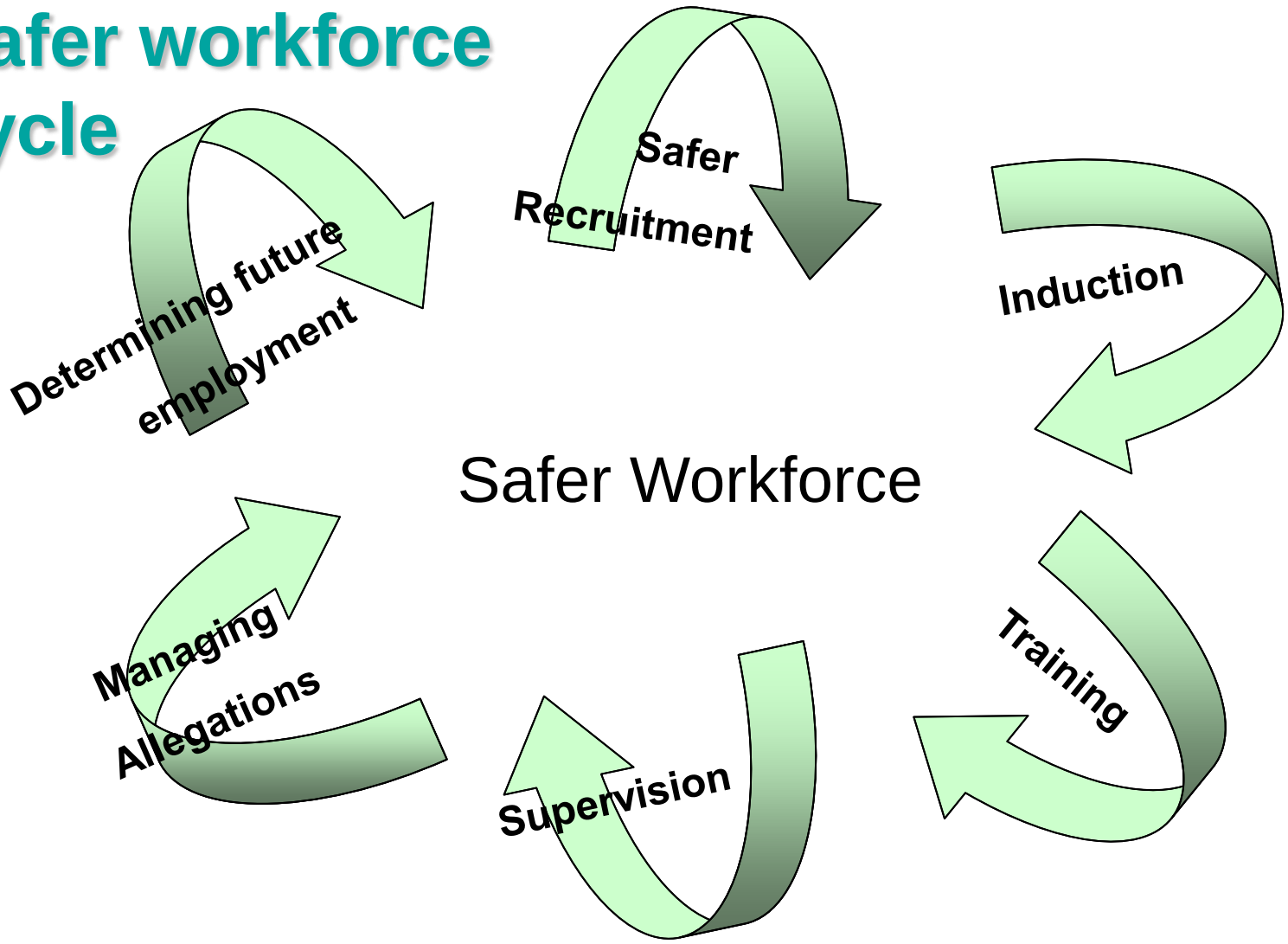
- ✓ Christopher Nwokoro created false references and lied about his qualifications, registration and previous employment to gain work at Denbighshire CC, Stockport , Highland Council and The Together Trust
- ✓ Only one employer (Together Trust) checked unsolicited references, only Highland Council made a complaint to GSCC and none of the employers checked registration status

GSCC Sept 2008

Basic checks….

- ✓ at least two satisfactory references (for Social Care jobs spanning the last 5 years)
- ✓ verification of the candidate's identity & NI number
- ✓ verification of right to work in the UK
- ✓ verification of candidate's medical fitness
- ✓ CRB Disclosure
- ✓ verification of ISA registration (from November 2010).
- ✓ verification of qualifications & professional status eg GTC, GSCC

Safer workforce cycle



Guidance for Safer Working Practice for Adults who work with Children and Young People DCFS 2007

http://www.everychildmatters.gov.uk/resources-and-practice/IG00311

1.Sharing Concerns and Recording Incidents Individuals should be aware of their organisation's child protection procedures, including procedures for dealing with allegations against adults. All allegations must be taken seriously and properly investigated in accordance with local procedures and statutory guidance. Adults who are the subject of allegations are advised to contact their professional association. In the event of any allegation being made, to someone other than a manager, information should be clearly and promptly recorded and reported to a senior manager without delay. Adults should always feel able to discuss with their line manager any difficulties or problems that may affect their relationship with children and young people so that appropriate support can be provided or action can be taken. It is essential that accurate and comprehensive records are maintained wherever concerns are raised about the conduct or actions of adults working with or on behalf of children and young people.		*This means that adults:* ▪*should be familiar with their organisation's system for recording concerns* ▪*should take responsibility for recording any incident, and passing on that information where they have concerns about any matter pertaining to the welfare of an individual in the workplace* *This means that organisations:* ▪*should have an effective, transparent and accessible system for recording and managing concerns raised by any individual in the workplace*

Scope of the Safeguarding Children Board

'work to ensure that organisations working or in contact with children, operate recruitment and human resources practices that take account of the need to safeguard and promote the welfare of children;'

Working Together to Safeguard Children, March 2010

Multi agency safer working practice audit

	Safeguarding feature	Rating* (for staff in frequent contact with children)	Rating* (for staff in occasional contact with children)	Rating For Volunteers	Comments
1	Staff and volunteers have had briefings or training on understanding abuse and believe that it can be an issue for organisations that they need to be aware of. This should include a copy of the Govt guidance' What to do if' you're worried a child is being abused'				
2	Time is taken to plan and structure recruitment activities so that everything is in place before a candidate is interviewed, including person and role specifications and the criteria for selecting the right candidate.				

Current developments in Barnet

- ✓ Accredited safer recruitment training
- ✓ Expanded training programme
- ✓ Safer recruitment guidance (CWDC)
- ✓ Review of HR processes
- ✓ Endorsement and promotion through BSCB
- ✓ LADO role and function
- ✓ Partnership working

"The harsh reality is that if a sufficiently devious person is determined to seek out opportunities to work their evil, no one can guarantee that they will be stopped. Our task is to make it as difficult as possible for them to succeed..."

Bichard Inquiry Report, 2004

Remaining vigilant

- ✓ Never think you have created a safe culture
- ✓ Always believe it can happen here
- ✓ Keep safeguarding high on everyone's agenda
- ✓ Never rely on any one process to keep children safe

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