

## **SAFER RECRUITMENT POLICY**

### **POLICY STATEMENT**

The safety and wellbeing of our children and young people is our top priority, and we take all reasonable and sensible measures to ensure they are kept safe from harm.

We operate a Safer Recruitment Policy which ensures that all our staff are committed to safeguarding and promoting the welfare of children and young people.

This helps ensure the safety of the children and young people who attend our programmes or activities and our adult volunteers/staff who provide for their supervision and care.

### **INTRODUCTION**

The safe recruitment of staff in Lads Need Dads (LND) is the first step to safeguarding and promoting the welfare of children in our care. Lads Need Dads is committed to safeguarding and promoting the welfare of all children engaged in services with LND. As an employer, Lads Need Dads expects all staff and volunteers to share this commitment.

### **AIMS AND OBJECTIVES**

The aim of the Safer Recruitment Policy is to help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them by having appropriate procedures for appointing staff.

The aims of Lads Need Dads recruitment policy are as follows:

- to ensure that the best possible staff and volunteers are recruited on the basis of their merits, abilities and suitability for the position;
- to ensure that all job applicants are considered equally and consistently;
- to ensure that no job applicant is treated unfairly on any grounds including race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital or civil partner status, disability or age;
- to ensure compliance with all relevant legislation, recommendations and guidance including the statutory guidance such as the Prevent Duty Guidance for England and Wales 2015 (the Prevent Duty Guidance) and any guidance or code of practice published by the Disclosure and Barring Service (DBS);
- to ensure that the organisation meets its commitment to safeguarding and promoting the welfare of children and young people by carrying out all necessary pre-employment checks.

Employees involved in the recruitment and selection of staff are responsible for familiarising themselves with and complying with the provisions of this policy.

Lads Need Dads has a principle of open competition in its approach to recruitment and will seek to recruit the best applicant for the job. The recruitment and selection process should ensure the identification of the person best suited to the job based on the applicant's abilities,

qualifications, experience and merit as measured against the job description and person specification.

The recruitment and selection of staff will be conducted in a professional, timely and responsive manner and in compliance with current employment legislation, and relevant safeguarding legislation and statutory guidance.

If a member of staff involved in the recruitment process has a close personal or familial relationship with an applicant, they must declare it as soon as they are aware of the individual's application and avoid any involvement in the recruitment and selection decision-making process.

Lads Need Dads aims to operate this procedure consistently and thoroughly while obtaining, collating, analysing and evaluating information from and about applicants applying for job vacancies at the organisation.

## **ROLES AND RESPONSIBILITIES**

It is the responsibility of the Board of Directors to:

- ensure Lads Need Dads has effective policies and procedures in place for recruitment of all staff and volunteers in accordance with all legal requirements;
- monitor the organisations compliance with them.

It is the responsibility of all involved in the recruitment process to:

- ensure that Lads Need Dads operates safe recruitment procedures and makes sure all appropriate checks are carried out on all staff and volunteers who work at the organisation;
- monitor contractors' and agencies' compliance with this document;
- promote the welfare of children and young people at every stage of the procedure.

### **Definition of Regulated Activity and Frequency**

The full legal definition of regulated activity is set out in Schedule 4 of the Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012. HM Government has produced a [Factual note on regulated activity in relation to children](#). Regulated activity includes:

- a) teaching, training, instructing, caring for (see (c) below) or supervising children and young people if the person is unsupervised, or providing advice or guidance on well-being, or driving a vehicle only for children or young people;
- b) work for a limited range of establishments (known as 'specified places', which include schools and colleges), with the opportunity for contact with children and young people, but not including work done by supervised volunteers.

Any position undertaken at, or on behalf of Lads Need Dads will amount to "regulated activity" if it is carried out:

- frequently, meaning once a week or more;
- overnight, meaning between 2.00 am, and 6.00 am;
- satisfies the "period condition", meaning four times or more in a 30-day period and provides the opportunity for contact with children or young people.

Roles which are carried out on an unpaid/voluntary basis will only amount to regulated activity if, in addition to the above, they are carried out on an unsupervised basis.

## **RECRUITMENT AND SELECTION PROCEDURE**

### **Advertising**

To ensure equality of opportunity, Lads Need Dads will advertise all vacant posts to encourage as wide a field of applicant as possible, normally this entails an external advertisement.

Any advertisement will make clear the organisations commitment to safeguarding and promoting the welfare of children and young people.

All documentation relating to applicants will be treated confidentially in accordance with the Data Protection Act (DPA).

### **Declaration Forms**

All applicants will need to complete a declaration regarding convictions and working with children and will make it clear that the post is exempt from the provisions of the Rehabilitation of Offenders Act 1974.

It is unlawful for Lads Need Dads to employ anyone who is barred from working with children or adults at risk. It is a criminal offence for any person who is barred from working with children or adults at risk to apply for a position at Lads Need Dads. All applicants will be made aware that providing false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected, and referral to the police and/or the DBS.

### **Job Descriptions and Person Specifications**

A job description is a key document in the recruitment process and must be finalised prior to taking any other steps in the recruitment process. It will clearly and accurately set out the duties and responsibilities of the job role.

The person specification is of equal importance and informs the selection decision. It details the skills, experience, abilities and expertise that are required to do the job. The person specification will include a specific reference to suitability to work with children and young people.

## **References**

References for shortlisted applicants will be sent for immediately after short listing. The only exception is where an applicant has indicated on their application form that they do not wish their current employer to be contacted at that stage. In such cases, this reference will be taken up immediately after interview.

All offers of employment will be subject to the receipt of a minimum of two references which are considered satisfactory by Lads Need Dads. One of the references must be from the applicant's current or most recent employer. If the current / most recent employment does/did not involve work with children or young people, then the second reference should be from the employer with whom the applicant most recently worked with children or young people. The referee should not be a relative. References will always be sought and obtained directly from the referee, and their purpose is to provide objective and information to support appointment decisions.

All referees will be asked whether they believe the applicant is suitable for the job for which they have applied and whether they have any reason to believe that the applicant is unsuitable to work with children or adults at risk. Referees will also be asked to confirm that the applicant has not been radicalised so that they do not support terrorism or any form of "extremism".

Please note that no questions will be asked about health or medical fitness prior to any offer of employment being made.

Any discrepancies or anomalies will be followed up. Direct contact by phone will be undertaken with each referee to verify the reference.

Lads Need Dads does not accept open references, testimonials or references from relatives.

## **Interviews**

There will be a face-to-face interview wherever possible, and a minimum of two interviewers will see the applicants for the vacant position. The interview process will explore the applicant's ability to carry out the job description and meet the person specification. It will enable the panel to explore any anomalies or gaps in order to satisfy themselves that the chosen applicant can meet the safeguarding criteria (in line with Safer Recruitment Training).

Any information regarding past disciplinary action or allegations, cautions or convictions will be discussed and considered in the circumstance of the individual case during the interview process if it has been disclosed on the application form.

At least one member of any interviewing panel will have undertaken safer recruitment training or refresher training as applicable.

All applicants who are invited for an interview will be required to bring evidence of their identity, address and qualifications. Only original documents will be accepted, and photocopies will be taken. Unsuccessful applicant documents will be destroyed six months after the recruitment programme.

## OFFER OF APPOINTMENT AND NEW EMPLOYEE PROCESS

Lads Need Dads carries out a number of pre-employment checks in respect of all prospective employees.

If it is decided to make an offer of employment following the **formal interview**, any such offer will be conditional on the following:

- the agreement of a mutually acceptable start date and the signing of a contract incorporating Lads Need Dads standard terms and conditions of employment;
- verification of the applicant's identity (where that has not previously been verified);
- the receipt of two references (one of which must be from the applicant's most recent employer) which Lads Need Dads considers being satisfactory;
- where the position amounts to "regulated activity" the receipt of an enhanced disclosure from the DBS which Lads Need Dads considers to be satisfactory;
- where the position amounts to "regulated activity" confirmation that the applicant is not named on the Children's Barred List\*;
- confirmation that the applicant is not subject to a direction under section 79 of the Charities Act 2016 which prohibits, disqualifies or restricts them from providing working at a charity, taking part in the management of an independent charity;
- verification of the applicant's medical fitness for the role;
- verification of the applicant's right to work in the UK;
- any further checks which are necessary as a result of the applicant having lived or worked outside of the UK;
- verification of professional qualifications which Lads Need Dads deems a requirement for the post, or which the applicant otherwise cites in support of their application (where they have not been previously verified).

\*Lads Need Dads is not permitted to check the Children's Barred List unless an individual will be engaging in "regulated activity". Lads Need Dads is required to carry out an enhanced DBS check for all staff, volunteers Board members who will be engaging in regulated activity. However, Lads Need Dads can also carry out an enhanced DBS check on a person who would be carrying out regulated activity but for the fact that they do not carry out their duties frequently enough i.e. roles which would amount to regulated activity if carried out more frequently.

Whether a position amounts to "regulated activity" must, therefore, be considered by Lads Need Dads in order to decide which checks are appropriate. It is however likely that in nearly all cases Lads Need Dads will be able to carry out an enhanced DBS check and a Children's Barred List check.

A personal file checklist will be used to track and audit paperwork obtained in accordance with Safer Recruitment Training. The checklist will be retained on personal files.

## **The Rehabilitation of Offenders Act 1974**

The Rehabilitation of Offenders Act 1974 does not apply to positions which involve working with, or having access to children. Therefore, any convictions and cautions that would normally be considered 'SPENT' **must be** declared when applying for any position at Lads Need Dads.

### **DBS (Disclosure and Barring Service) Check** (formerly known as CRB Disclosure)

Lads Need Dads applies for an enhanced disclosure from the DBS and a check of the Children's Barred List (now known as an Enhanced Check for Regulated Activity) in respect of all positions at Lads Need Dads which amount to "regulated activity" as defined in the Safeguarding Vulnerable Groups Act 2006 (as amended). The purpose of carrying out an Enhanced Check for Regulated Activity is to identify whether an applicant is barred from working with children by inclusion on the Children's Barred List and to obtain other relevant suitability information.

It is Lads Need Dads policy that the DBS disclosure **must be** obtained before the commencement of employment of **any** new employee or volunteer.

It is Lads Need Dads policy to re-check employee's DBS Certificates every two years and in addition, any employee that takes leave for more than three months (i.e., maternity leave, career break, etc) must be re-checked before they return back to work.

Members of staff at Lads Need Dads are aware of their obligation to inform the Board of Directors of any cautions or convictions that arise between these checks taking place.

DBS checks will still be requested for applicants with recent periods of overseas residence and those with little or no previous UK residence.

### **Portability of DBS Certificates Checks**

Staff may wish to join the DBS Update Service if they are likely to require another check in the future. Applicants may sign up to the Service if their check was issued after 17 June 2013, for a fee of £13 per annum, which is payable by the applicant.

### **DBS Certificate**

The DBS no longer issue Disclosure Certificates to employers, therefore employees/applicants should bring their original Certificate to the Managing Director within seven days of issue or applicants before they commence work or any project involving regulated activity.

### **Dealing with convictions**

Lads Need Dads operates a formal procedure if a DBS Certificate is returned with details of convictions. Consideration will be given to the Rehabilitation of Offenders Act 1974 and also:

- the nature, seriousness and relevance of the offence;
- how long ago the offence occurred;
- one-off or history of offences;
- changes in circumstances, decriminalisation and remorse.

A formal meeting will take place face-to-face to establish the facts with the Managing Director. A decision will be made following this meeting. In the event that relevant information (whether in relation to previous convictions or otherwise) is volunteered by an applicant during the

recruitment process or obtained through a disclosure check, the Managing Director and Board of Directors will evaluate all of the risk factors above before a position is offered or confirmed.

If an applicant wishes to dispute any information contained in a disclosure, they may do so by contacting the DBS. In cases where the applicant would otherwise be offered a position were it not for the disputed information, Lads Need Dads, where practicable and at its discretion, defer a final decision about the appointment until the applicant has had a reasonable opportunity to challenge the disclosure information.

### **Proof of identity, Right to Work in the UK & Verification of Qualifications and/or professional status.**

All applicants invited to attend an interview at Lads Need Dads will be required to bring their identification documentation such as passport, birth certificate, driving license, etc. with them as proof of identity/eligibility to work in the UK in accordance with those set out in the Immigration, Asylum and Nationality Act 2006 and DBS identity checking guidelines. The Charity does not discriminate on the grounds of age.

Where an applicant claims to have changed their name by deed poll or any other means (marriage, adoption, statutory declaration) they will be required to provide documentary evidence of the change.

### **Medical Fitness**

Lads Need Dads is required to verify the medical fitness of anyone to be appointed to a post at the organisation, **after** an offer of employment has been made but **before** the appointment can be confirmed.

All applicants are requested to complete a medical questionnaire and where appropriate a doctor's medical report may be required. This information will be reviewed against the Job Description and the Person Specification for the particular role, together with details of any other physical or mental requirements of the role

Lads Need Dads is aware of its duties under the Equality Act 2010. No job offer will be withdrawn without first consulting with the applicant, obtaining medical evidence and considering reasonable adjustments.

### **Overseas checks**

Applicants who have lived/travelled abroad for more than three months within the previous year will need to obtain a criminal records check from the relevant country. The applicant will not be permitted to commence work until the overseas information has been received and is considered satisfactory by Lads Need Dads.

### **Induction Programme**

All new employees will be given an induction programme which will clearly identify Lads Need Dads policies and procedures, including the Child Safeguarding Policy, the Code of Conduct, and make clear the expectations which will govern how staff carry out their roles and responsibilities.



### **Register of Members of Staff and Volunteers**

In addition to the various staff records kept at Lads Need Dads and on individual personnel files, a record of recruitment and vetting checks is kept. This is kept up-to-date and retained by Lads Need Dads management. The Register will contain details of the following:

- all employees who are employed to work at Lads Need Dads;
- all others who have been chosen by Lads Need Dads to work in regular contact with children and young people. This will cover volunteers, Directors, people brought into Lads Need Dads to provide employment contracted services.

### **Record Retention / Data Protection**

Lads Need Dads is legally required to undertake the above pre-employment checks. Therefore, if an applicant is successful in their application, Lads Need Dads will retain on their personnel file any relevant information provided as part of the application process. This will include copies of documents used to verify identity, right to work in the UK, medical fitness and qualifications. Medical information may be used to help the Charity to discharge its obligations as an employer e.g. so that Lads Need Dads may consider reasonable adjustments if an employee suffers from a disability or to assist with any other workplace issue.

This documentation will be retained by Lads Need Dads for the duration of the successful applicant's employment. All information retained on employees is kept centrally in Head office, in a locked and secure cabinet.

The same policy applies to any suitability information obtained about volunteers involved with Lads Need Dads activities.

Lads Need Dads will retain all interview notes on all unsuccessful applicants for a period of 6 months, after which time the notes will be confidentially destroyed (i.e., shredded). The six-month retention period is in accordance with the Data Protection Act 1998.

### **Ongoing Employment**

Lads Need Dads recognises that safer recruitment and selection is not just about the start of employment but should be part of a larger policy framework for all staff. Lads Need Dads will, therefore, provide ongoing training and support for all staff, as identified through the Annual Review/appraisal procedure.

### **Leaving Employment at Lads Need Dads**

Despite the best efforts to recruit safely, there will be occasions when allegations of serious misconduct or abuse against children and young people are raised. This policy is primarily concerned with the promotion of safer recruitment and details the pre-employment checks that will be undertaken prior to employment being confirmed. While these are pre-employment checks Lads Need Dads also has a legal duty to make a referral to the DBS in circumstances where an individual:

- has applied for a position at Lads Need Dads despite being barred from working with children or



young people;

- has been removed by Lads Need Dads from working in regulated activity (whether paid or unpaid);
- has resigned prior to being removed, because they have harmed, or pose a risk of harm to, a child or young person.

### **Contractors and agency staff**

Contractors engaged by Lads Need Dads must complete the same checks for their employees that Lads Need Dads is required to complete for its staff. Lads Need Dads requires confirmation that these checks have been completed before employees of the Contractor can commence work with the organisation.

Agencies who supply staff to Lads Need Dads must also complete the pre-employment checks which Lads Need Dads would otherwise complete for its staff. Again, Lads Need Dads requires confirmation that these checks have been completed before an individual can commence work at Lads Need Dads.

Lads Need Dads will independently verify the identity of staff supplied by contractors or an agency in and will require the provision of the original DBS certificate before contractors or agency staff can commence work at Lads Need Dads.

### **Volunteers**

Lads Need Dads will request an enhanced DBS disclosure and Children's Barred List information on all volunteers undertaking regulated activity with children or adults at risk at or on behalf of Lads Need Dads (the definition of regulated activity set out above will be applied to all volunteers).

Under no circumstances will Lads Need Dads permit an unchecked volunteer to have unsupervised contact with children or adults at risk.

It is Lads Need Dads policy that a new DBS certificate is required for volunteers who will engage in regulated activity but who have not been involved in any activities with Lads Need Dads for one year or more. Volunteers on break are asked to declare any new convictions since their last DBS check within the one-year period. Those volunteers who are likely to be involved in activities with Lads Need Dads on a regular basis may be required to sign up to the DBS update service as this permits Lads Need Dads to obtain up to date criminal records information without delay prior to each new activity in which a volunteer participates.

In addition, Lads Need Dads will seek to obtain such further suitability information about a volunteer as it considers appropriate in the circumstances. This may include (but is not limited to the following):

- formal or informal information provided by staff and other volunteers;
- character references from the volunteer's place of work or any other relevant source;
- an informal safer recruitment interview;
- online background checks.

### **Monitoring and Evaluation**

The Managing Director will be responsible for ensuring that this policy is monitored and evaluated. This will be undertaken through formal audits of job vacancies and a yearly Safer Recruitment Evaluation audit which will be presented to the Board of Directors.

### **Safeguarding**

At Lads Need Dads, safeguarding is paramount, and we are fully committed to ensuring the welfare and safety of all our children and young people.

We believe that children and young people have a right to be in a supportive, caring and safe environment which includes the right to protection from all types of abuse; where staff are vigilant for signs of any child or young person in distress and are confident about applying the processes to avert and alleviate any such problems.

If any behaviour is a concern in relation to safeguarding Lads Need Dads procedures and processes will be followed at all times in accordance with the Safeguarding Policy.

Any concerns will be referred to the Designated Safeguarding Lead and reported to the Board of Directors.

### **Review**

This Policy will be monitored and reviewed **annually** by the Board of Trustees.