

# Safer Recruitment



# Why Safer Recruitment

‘Research indicates that not all people who abuse children actively target organisations. Some are opportunistic and some are situational but taking a robust safeguarding approach to policies, procedures and organisational culture will help minimise the risk of individuals who seek to gain access to these children, young people and vulnerable groups for unsuitable reasons through organisations.

***“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...”***

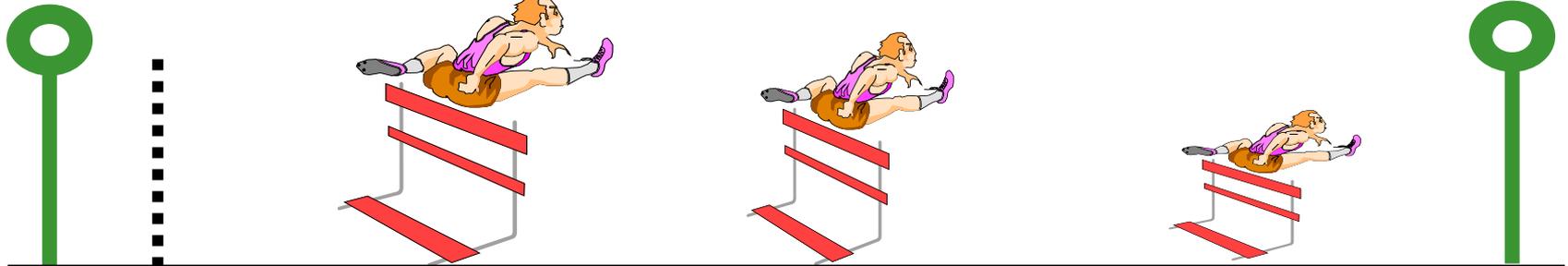
Sir Michael Bichard cited in CWDC Safer Recruitment Guidance 2009



# Finkelhor - 'Four Preconditions'

Sex with a child

Thoughts



*Motivation*

*Internal Inhibitors*

*External Inhibitors*

*Overcome Victim Resistance*

'Wanting To'

'Conscience'

'Creating Opportunity'

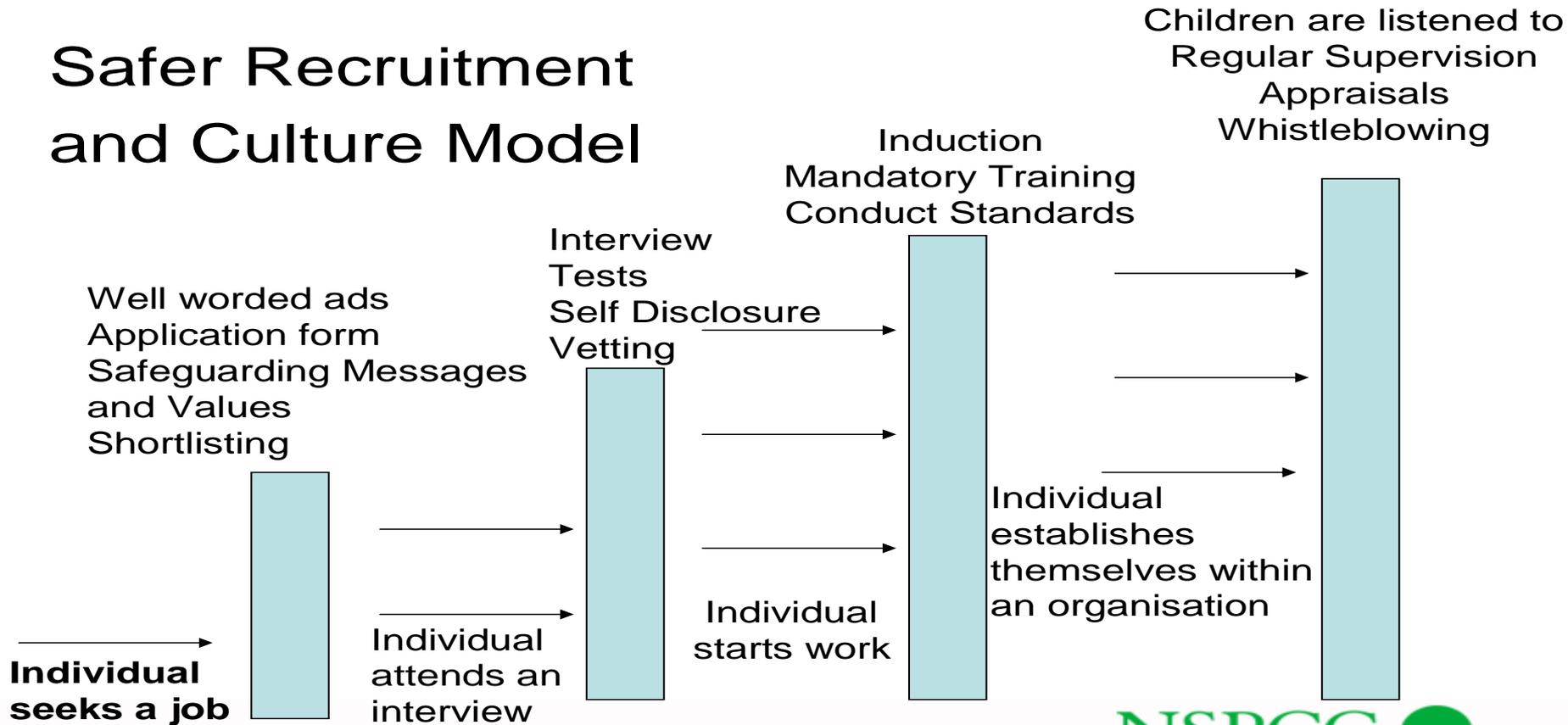
'Doing It And Getting Away With It'

Adapted from:- D Finkelhor Child Sexual Abuse: New Theory & Research 1986



# Safer Recruitment & Culture Model

## Safer Recruitment and Culture Model



# Stages of recruitment

## Applying the model to the stages of recruitment

### DETER

Sending out the right messages through your:

- Advertising
- Job/Role Descriptions
- Application Process

### REJECT

Choosing wisely by making smart decisions about:

- Selection process
- Interview Preparation
- **Interview Skills**
- Pre-employment Checks

### PREVENT

On- going Vigilance

- Good Induction Process
- Performance Management
- Promoting a Safer Culture



# Safer Interviewing Skills

## Safeguarding Interview Skills

Enables interviewers to explore a candidates awareness, behaviour, attitude and motivation in relation to safeguarding children by:

- Understanding the purpose and value of asking safeguarding behaviour questions
- Ability to identify safeguarding behaviours
- Develops active listening skills and a range of questioning techniques to explore candidates answers in depth
- Ability to make informed decisions about a candidate based against a set criteria and evidence.



# Safer Interviewing Skills

## Value Based Interviewing Model

- Developed by the NSPCC in response to the Warner Report 'Choosing with Care' 1992
- The importance of such a model was further emphasised following the Bichard Enquiry in 2004.

The same principals outlined in the Safer Interviewing Skills course but designed around an organisations specific values, principles and the standards of behaviour expected.

This model teaches in the advanced interview technique but enables the interviewer to explore whether individuals fit with your organisations culture, with a particular focus on safeguarding.



# Further Information

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[www.nspcc.org.uk/inform](http://www.nspcc.org.uk/inform)



[www.ceop.police.uk](http://www.ceop.police.uk)



[www.facebook.com/nspcc](http://www.facebook.com/nspcc)



[www.dfe.gov.uk](http://www.dfe.gov.uk)



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