



Safer Recruitment Forum

Tara Lawson/John Woodhouse

February 2023

Agenda

Time	Topic	Facilitator
13:00-13:15	Session Introduction, Introduction to TL, Group Introduction	John/Tara
13:15-13:45	Forum Review, Workshop & Terms of Reference Update	John/Tara
13:45-14:00	Disclosure & Barring Service – Role of Regional Advisors, Upcoming Workshops Overview (Eligibility & Barring), Questions	Tara
14:00-14:30	Low Level Concerns – Update & Overview & Workshop	Tara
14:30-14:40	Learning & Development Opportunities Overview	Tara
14:40-15:00	Group Reflection & Feedback	John/Tara

In your group...

Discuss:

- Frequency & length of forums
- Pre-work – agenda & questions submitted ahead of time?
- Format & structure
- Topics to cover



DBS Regional Advisors

Region	Name	Contact
North West	Jordan Hayden	Jordan.Hayden@dbs.gov.uk
North East	Currently Recruiting	dbsregionaloutreach@dbs.gov.uk
Yorkshire & Humber	Rebecca Bool	Rebecca.Boot@dbs.gov.uk
East Midlands	Lizzie Whittington	Elizabeth.Whittington@dbs.gov.uk
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East of England	Georgie Mitchell	Georgina.Mitchell1@dbs.gov.uk
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South East	Kelly Matthews	Kelly.Matthews@dbs.gov.uk
South West	Mel Berry	Mel.Berry2@dbs.gov.uk
Wales	Carol Eland	CarolAnn.Eland@dbs.gov.uk
Northern Ireland	Currently Recruiting	dbsregionaloutreach@dbs.gov.uk

Low Level Concerns

Section 11 of the Children Act 2004 places the following duties on organisations:

- safe recruitment practices and ongoing safe working practices for individuals whom the organisation or agency permit to work regularly with children, **including policies** on when to obtain a criminal record check
- appropriate supervision and support for staff, including undertaking safeguarding training
- creating a culture of safety, equality and protection within the services they provide

Working Together to Safeguard Children 2018

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KCSIE says that leaders should...

“Create the right culture and environment so that staff feel comfortable to discuss matters within and, where appropriate, outside the workplace which may have implications for the safeguarding of children.”



In your groups...

Discuss, identify & be prepared to feedback:

- Your definition of "low-level concern"
- An example of the kind of behaviour that would meet your definition
- Why it's important to recognise/manage



Any concern that an adult has acted in a way that...

- is inconsistent with the staff code of conduct, ***including inappropriate conduct outside of work***
- doesn't meet the threshold of harm or is not considered serious enough for referral to the local authority

This could include:

- inadvertent or thoughtless behaviour
- behaviour that might be considered inappropriate depending on the circumstances
- behaviour which is intended to enable abuse.
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Examples of such behaviour could include:

- being over friendly with children
- having favourites
- adults taking photographs of children on their mobile phone
- engaging with a child on a one-to-one basis in a secluded area or behind a closed door
- using inappropriate sexualised, intimidating or offensive language.



Marcus Erooga – Research on Institutional Child Sex Offenders

Farrer & Co. Safeguarding Children: dealing with low-level concerns about adults May 2017

“Based on the research Erooga elaborates on the concept of a "slippery slope" of boundary violations towards abuse and explains that there are many stages on the slippery slope towards the breach of a boundary within a relationship. Sometimes initial infringements are part of a grooming process but at other times they are made innocently and with good intention. However, once boundaries are breached it then becomes more difficult to restore the relationship to one in which proper boundaries are respected. Furthermore, Erooga emphasises that organisations should not simply concern themselves with safeguarding boundaries. His research indicates that organisations in which boundaries are adhered to in every respect in which staff perform their role are likely to be the safest environments for children.”



L&D Opportunities

Course Title	Content Overview	Delivery
1 Day Accredited Safer Recruitment (SRC)	Aimed at staff responsible for recruiting staff and managing Disclosure & Barring Service checks and managing issues relating to staff conduct. The session will cover national guidance and best practice for recruiting an appropriate workforce and placing safeguarding at the forefront of the recruitment process.	Face-to-Face/Online 1 x Full day or 2 x Half day
Value-Based Interviewing	Aims to develop professional curiosity in exploring applicants' motivations to work with vulnerable groups through confidently developing and implementing "Value Based Questions" into interviews.	Face-to-Face/Online Half Day
Responding to "Low-Level Concerns)	Develop understanding of the background & current legislation, Clarify organisation's responsibilities and identify best practice for imbedding with staff/volunteers	Face-to-Face/Online Half Day
Building a Safer Culture	Explore ways to create and maintain a "safer culture" within an organisation, ensuring all staff and programme attendees are benefiting from an open and transparent environment where any concerns are heard and appropriately addressed.	Face-to-Face/Online Half Day

In your groups...

Reflect on today's forum & identify:

- One thing you have learned
- One thing you will take back to your organisation
- One thing you would like further information on

