



Safer Recruitment Forum

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Agenda

Time	Topic
13:00-13:05	Session Introduction
13:05-13:15	DBS Review & Recommendations
13:15-13:40	Agency staff & contractors
13:40-14:30	An Introduction to Value Based Interviewing
14:30-14:40	Learning & Development Opportunities Overview
14:40-15:00	Group Reflection & Feedback

An introduction to Value-Based Interviewing



History

Concerns about children in residential care in the UK led to the commissioning of several public inquiries into children's placements.

Choosing With Care - Warner Report 1992

- Committee established following several high-profile cases of abuse in children's homes
- Cases over proceeding 20 years
- Review of selection, development and management of staff in children's homes
- Recruitment highlighted as a particular concern.



Utting Report 1997

- 20 principal recommendations to improve safeguards in foster and residential care, schools and in the penal system
- more effective safeguards and checks to deter abusers from working with children, more vigilant management, effective disciplinary and criminal procedures and effective systems of communication between agencies about known abusers

Lost in Care - Waterhouse Report 2001

- Investigation into physical and sexual abuse of looked after children in foster care homes in Clwyd & Gwynedd, North Wales 1974-90



Bichard Report 2004

- Inquiry report into Soham murders
- Focus on:
 - Referral of sexual offences against children and subsequent action
 - Training for all involved in appointing people to work with children
 - because many abusers are not known to the police, a robust staff selection process is an essential further safeguard
 - Strengthening of Working Together to Safeguard Children



In your groups...

Consider – how does abuse of children happen in an organisation?



Motivation

Opportunity to abuse

Lack of Policies and Procedures/SWPs

Poor management and Leadership/no visibility

Poor Safer Recruitment practices

No investment in staff

Culture

No action taken

Vulnerabilities of residents

Attitudes towards residents

Power imbalances

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How would you define a Value-Based Interview?

- What is its purpose?
- What does it look like?



What is VBI?

The VBI Model:

- Rooted in the Warner Report 1992 "Choosing with Care" and the Bichard Inquiry Report 2004
- Saville & Holdsworth 1994
- Further developed by the NSPCC
- Can be applied to all services working directly with children



NSPCC Common Values & Behaviours Framework

Organisational values

- Protect
- Respect
- Trust
- courage

Staff values

- Working together
- Accountability
- Motivation & resilience
- Striving for improvement
- Planning & prioritisation
- Stakeholder focus
- Commitment to vision & purpose



In your groups, discuss & identify **Positive and Negative indicators**:

What values, motives & attitudes would you like to find in a candidate when carrying out a Value Based Interview?

What might you consider to be a 'red flag'?

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What questions might you ask them?



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

