

Inspection Top Tips

Employment and Equalities

March 2026



Children's Homes Regulations



(1) The registered person must -

- (a) ensure that each employee completes an appropriate induction;
- (b) ensure that each permanent appointment of an employee is subject to the satisfactory completion of a period of probation; and
- (c) provide each employee with a job description outlining the employee's responsibilities.



Regulation 33 – Employment of Staff



Children's Homes Guide

13.1 As set out in regulations 31-33, the registered person is responsible for maintaining good employment practice. They must ensure that recruitment, supervision and performance management of staff safeguards children and minimises potential risks to them.

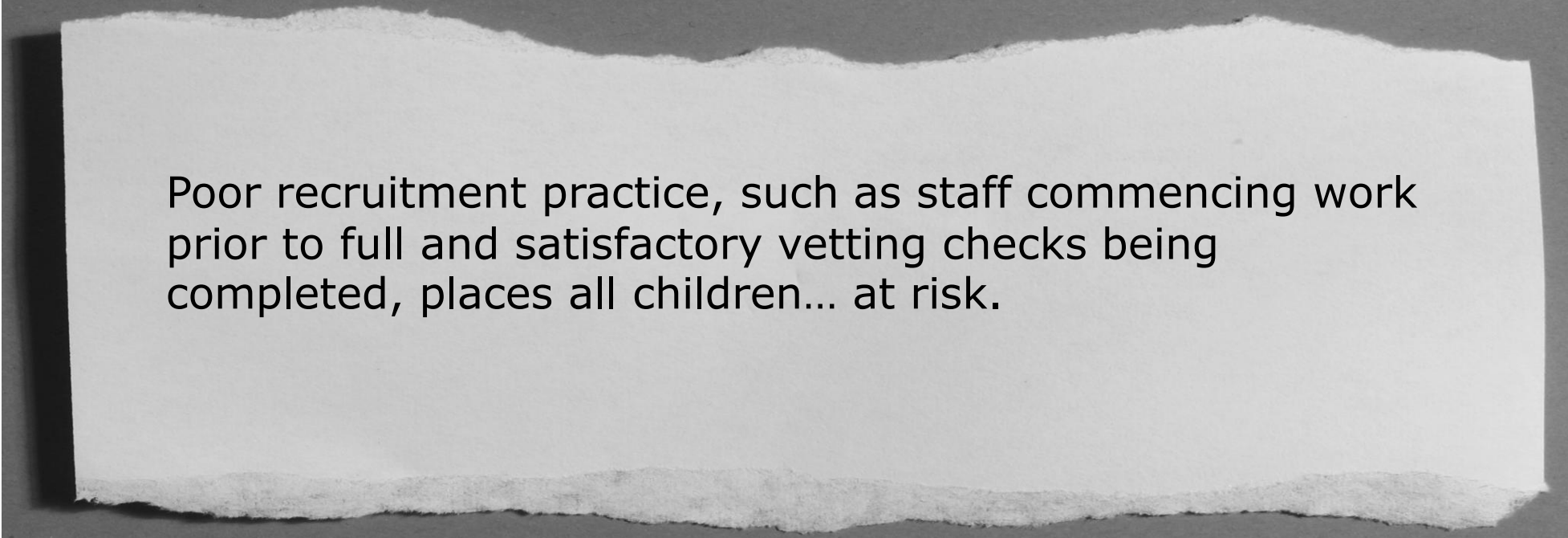


Children's Homes SCCIF Key Elements

- Careful recruitment and regular monitoring of staff and volunteers prevent unsuitable people from being recruited and having the opportunity to harm children or to place them at risk.
- The home is properly staffed and resourced to meet the needs of the children. Staff are suitably vetted and qualified and are able to deliver high-quality services to children and their families. Arrangements for recruitment and appraisals are robust and include children as appropriate.
- Social care providers must comply with both the Equality Act and the remit-specific regulations that require them to employ people who are fit, both physically and mentally, for the work
- To comply with both laws, providers may give conditional offers of employment to potential employees after the recruitment process, subject to appropriate medical and health checks.

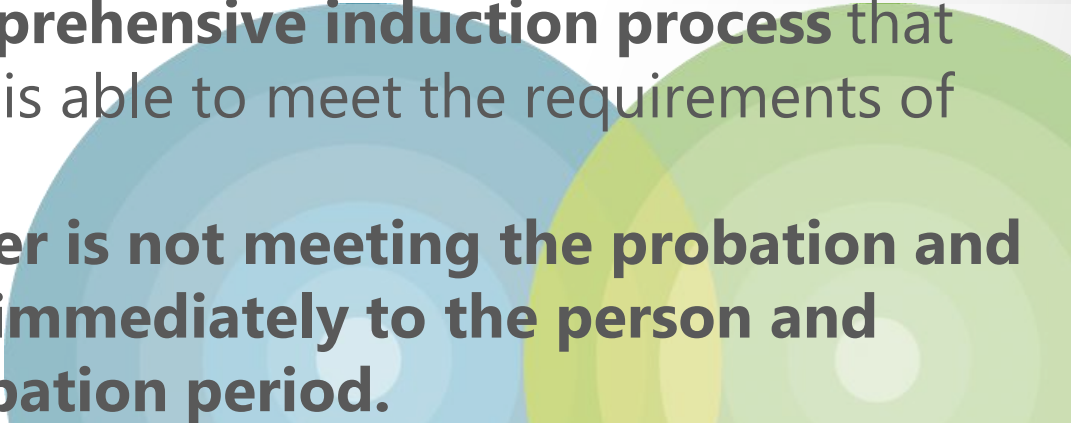


Ofsted comment from inspection – Inadequate

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Poor recruitment practice, such as staff commencing work prior to full and satisfactory vetting checks being completed, places all children... at risk.

Top Tips...

1. **Be clear in the advert for the post you are recruiting to of the skills, abilities and expected values needed to fulfil the tasks required** and that these are clear in the person specification for the role.
 2. **Have a structured interview process** that includes attitudes and understanding of the diverse needs of children.
 3. **If offering an appointment to a role be clear this is subject to references, DBS and verification checks** based on the information provided.
 4. **Staff should not have access to working with children until all relevant checks and references are completed.**
 5. **Have a clear probation period and comprehensive induction process** that requires evidence the potential employee is able to meet the requirements of the job specification.
 6. **Where there is a concern that the worker is not meeting the probation and induction expectations, this is notified immediately to the person and reviewed not left to the end of the probation period.**
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Safer Recruitment training...

People in any organisation can use their position of trust to abuse vulnerable children and adults. Others do not hold true to their values and neglect the people they work with or fail to speak up.

This course looks at how to run a recruitment process that puts as many barriers in the way of potential abusers as possible in order to keep service users safe.

Next dates:

Our next course is being delivered via zoom on **20th and 27th April 2026, running 1pm-4:30pm.**

Costing £160+vat (**£120+vat for members**).

You can book on to this course using the link below:

[Safer Recruitment Training - Dialogue](#)

