

# Safe Recruitment Policy

Date Created: October 2022

Reviewed: 5th June 2023

Date of Next Review: 5th June 2024

Reviewed by: Caitlin Howells

Field of Joy is committed to safeguarding and promoting the welfare of children and young people and engages with children and staff in policy and practice developments. We expect all staff and volunteers to share in this commitment.

This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. This means that applicants are required to disclose details of convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013), and the fact that the successful applicant will be required to obtain an enhanced Disclosure and Barring Service (DBS)

Selection will consider applicants personal suitability for the role, including:

Motivation and suitability to work with children;

Integrity and ability to form and maintain appropriate professional relationships with children;

and

Emotional resilience when working with challenging behaviours and situations.

## **DBS**

Field of Joy will obtain an enhanced DBS for all employees.

For employees who originate from a country other than the UK, an international DBS, Police Check or equivalent will be obtained in addition.

Until a DBS check has come back clear, employees will not be allowed to work alone with young or vulnerable clients. Employees always follow our no lone working procedures.

Ongoing suitability of staff checks will be conducted regularly.

### **Application Process:**

- CV received by Caitlin Howells – first review
- Candidate contacted by HR via phone and email to schedule initial interview
- HR schedules in trials/interviews with managers
- Responsible manager conducts face-to-face trial/interview
- Interview/trial completed and Responsible manager provides feedback to HR
- HR contacts candidate to make offer or reject application.

Field of Joy's onboarding process requires the following:

Full identifying details including all names, current address and National

Insurance Number, right to work in the United Kingdom, and photo ID

Current CV (any gaps to be pursued);

Self Declaration form for staff working in regulated positions

Details of at least two references. One from current / most recent employers

### **Induction**

Staff induction will be completed within 4 weeks of the staff member commencing employment, and will include current safeguarding procedures.

Staff will be required to read all relevant policies and procedures, and there will be opportunities to discuss issues or concerns about role & responsibilities.