

NSPCC

Keeping Children Safe through Safer Recruitment

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EVERY CHILDHOOD IS WORTH FIGHTING FOR

Overview

- Why 'safer' recruitment
- What's the risk?
- Our work with schools
- NSPCC initiatives, challenges and solutions
- Safer culture

Background to safer recruitment

- Warner Report 1992
- Bichard Inquiry 2005
- NSPCC Values Based Interviewing
- Subsequent Serious Case Reviews
- Keeping Children Safe in Education 2018



“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

HR safeguarding in stages

- Identify and understand the risks
- Preparing to recruit
- Selecting the right people
- Choosing wisely
- Checking thoroughly
- Remaining vigilant

Prevalence of risk

Statement:

	Female (n=90)	Male (n=91)
I am sexually attracted to some children	No 98% Yes 2%	No 88% Yes 12%
I would have sex with a child if it was certain no one would find out and there would be no punishment	No 98% Yes 2%	No 96% Yes 4%

Professional perpetrators

- **92.5%** aware of interest by 21
- **67.5%** offended by 21
- **15%** chose career solely to abuse
- **41.5%** state abuse part of motivation

Average of **49** admitted victims

Five stages of safer recruitment

1. **Preparing to recruit**, to enable you to plan and prepare for a safer recruitment process that can help to deter unsuitable people from applying

Advertising

JD/PS

Application Packs

Self-disclosure

Safeguarding statements

2. **Selecting the right people**, this will enable you to assess information supplied during the application stage in order to be able to shortlist candidates for interview and identify any concerns that need following up

Checking applications

Shortlisting Process

Defined criteria

Follow-up questions

3. **Choosing wisely** will enable you to conduct an effective interview and selection process

Selection Tools

Interview Preparation

Interview Skills

Scoring

Decision Making

4. **Checking thoroughly** will enable you to complete all pre-employment checks and to risk assess information arising from that process

Referencing

ID & Right to Work

Criminal Record Checks

Health Check

Self-Disclosure

5. **Remaining vigilant** will enable you to maintain a culture of ongoing vigilance once candidates are in post

Good Induction

Training

Probation Period

Supervision

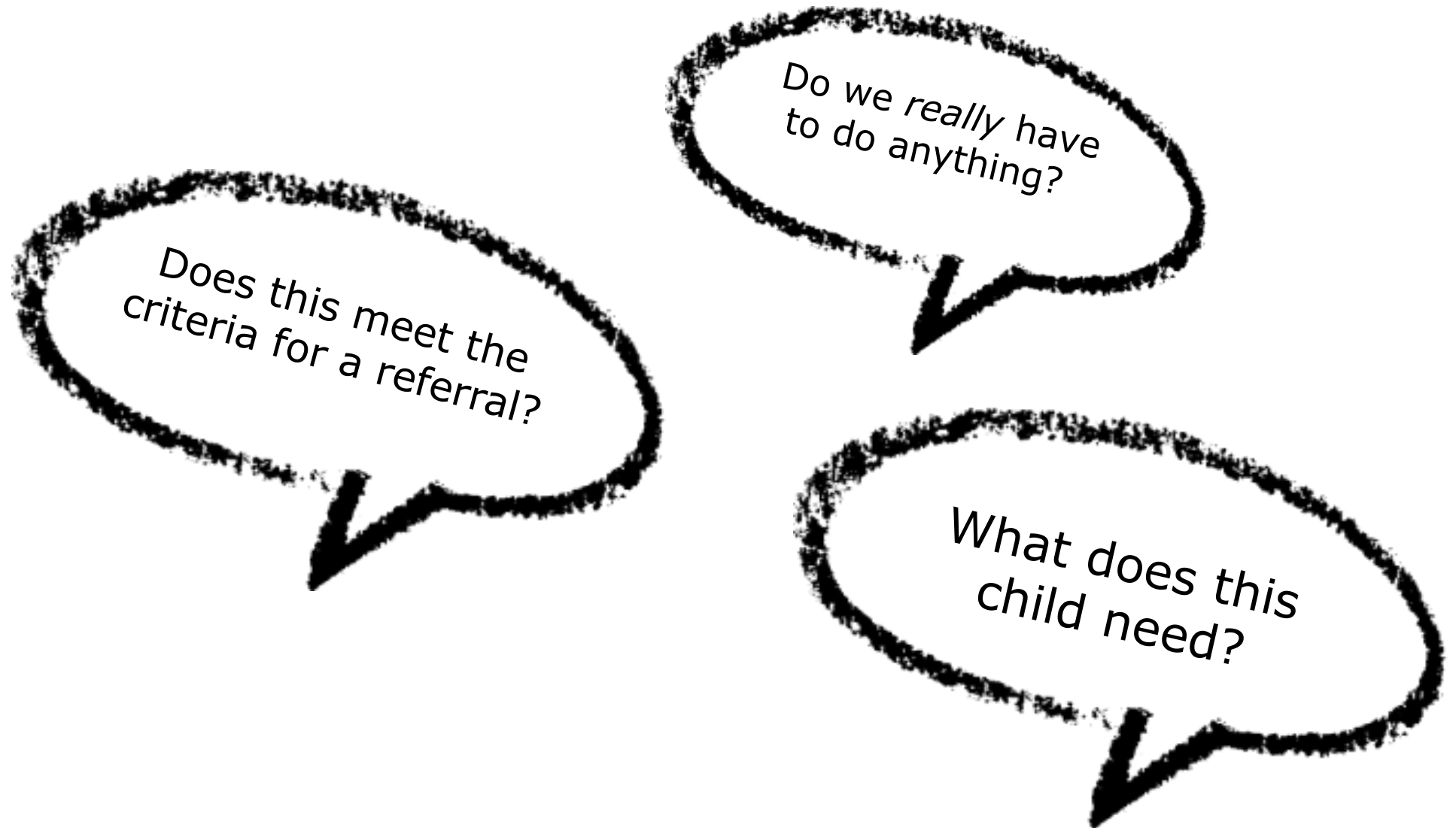
Appraisal

Safer Culture

Safer culture



Three different attitudes



Case studies - two contrasting schools

Both are prestigious private boarding schools; both were in the news because of abuse by staff members



- New Head teacher since the incident - no ownership of the issue
- Box-ticking attitude
- Feeling that "*lightning never strikes twice*"
- 2 unaccompanied pupils assigned to show us around



- Signed in, identity checked, escorted everywhere
- DSL leading assemblies on the topic & engaging with parents
- Staff trained on offender behaviour
- Working co-operatively with other schools

"Nursery worker guilty of sexually abusing children"

Vanessa George's case illustrates the importance of ongoing vigilance once people are in post.

- She did not undergo a formal interview when appointed
- She made inappropriate and explicit sexual references to other staff members
- Staff were aware of adult pornography on her phone
- Staff were uncomfortable, but did not feel able to challenge her
- There was no whistleblowing policy
- There was no safeguarding training for staff
- Changes in her behaviour were not seen as significant, including her use of the cubicle to change nappies rather than the general changing area

Learning from past mistakes



Cultures that support abuse:

- Complacent culture
- Silent culture
- We are good culture
- OK to look culture

Follow these key tips for maintaining safe culture:

- **Never think you have done enough in terms of safe culture**
- **Always believe 'it could happen here'**
- **Keep safeguarding high on everyone's agenda**
- **Never rely on any one process to keep children safe**

NSPCC goals

5 goals to make 5 million children safer

TOP

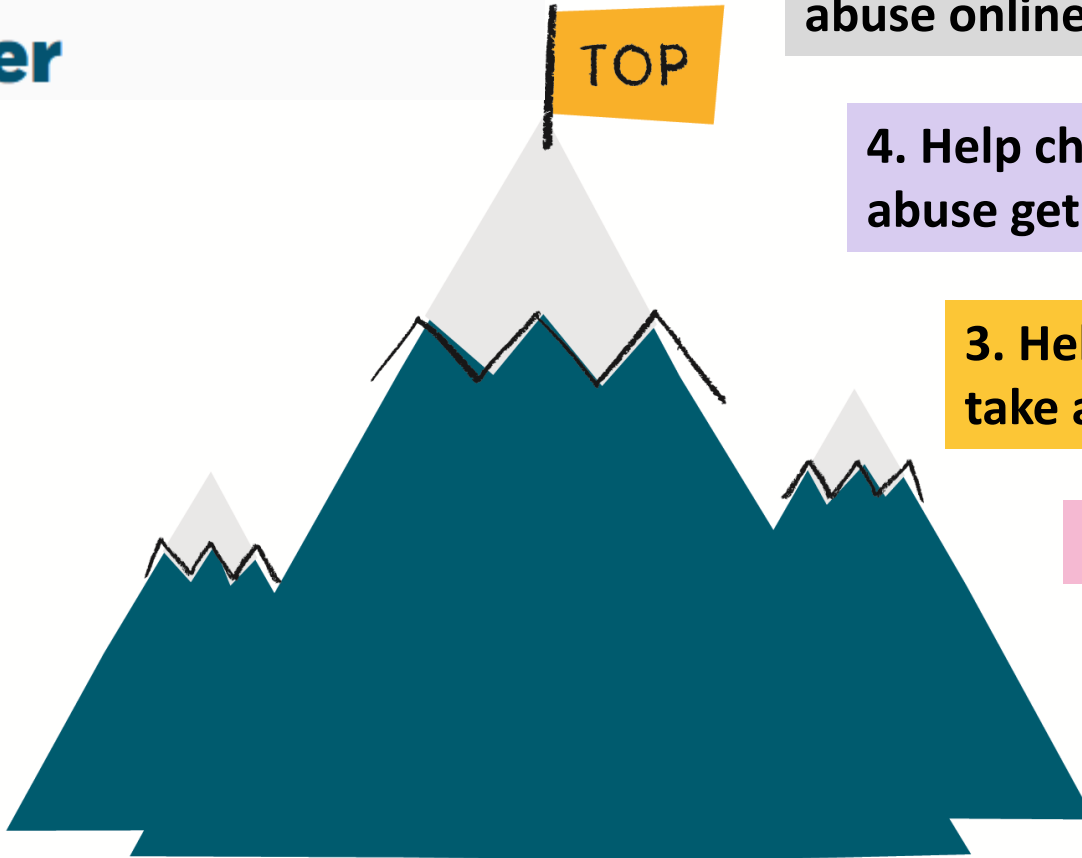
5. Make children safe from abuse online

4. Help children who've experienced abuse get back on track

3. Help children speak out and adults take action about abuse

2. Prevent child sexual abuse

1. Preventing child abuse in families facing adversity



Here for every child – and here for every school

Your school can safeguard children by:

- creating safe environments for children and young people through robust safeguarding practices
- ensuring that adults who work in the school, including volunteers, don't pose a risk to children
- making sure staff are trained, know how to respond to concerns and keep-up-to-date with policy and practice
- teaching children and young people about staying safe
- maintaining an environment where children feel confident to approach any member of staff if they have a worry or problem

**Tools
and
training**

**Teaching
resources**

**Consultancy
for schools**

**Speak out.
Stay safe.**

**Safeguarding
assessment**

**Childline
and service
centres**

**Assemblies
and
workshops**

NSPCC Consultancy

Key Areas of HRS

- Statutory Obligations
- Safer Recruitment
- Supervision
- Mentoring
- Performance Management
- Disciplinary & Grievance
- Capability
- Recognition
- Engagement
- Training and Development
- Managing Allegations
- Workforce Planning
- Change Management

HRS Training

- Safer Recruitment for the Children's Workforce
- Safer Recruitment in Education
- Safer Interviewing Skills
- Risk Assessment in Recruitment (including criminal record checking)
- Managing Allegations
- Values Based Interviewing (as part of a wider consultancy programme)
- Bespoke training courses developed on request

HRS Consultancy

- HR safeguarding audit/ review
- Risk identification/ management
- Policy & procedure review/ development
- Values Based Interviewing & safer cultures
- Job analysis & assessment design
- Project evaluation
- Specialist advice & strategic consultation



Questions?

Our helplines

NSPCC Helpline

Free 24/7 helpline for adults needing personal advice and support or worried about a child
Tel: **0808 800 5000** Text: **88858** Email: **help@nspcc.org.uk**

Whistleblowing Advice Line

Free advice and support for professionals concerned about how child protection issues are being handled in their organisation
Tel: **0808 028 0285** Email: **help@nspcc.org.uk**

Childline

Free 24/7 service for children and young people
Tel: **0800 1111**





Welcome to NSPCC Learning

All the tools, training and resources you need to keep children safe

- > Browse our elearning
- > Buy How safe conference tickets
- > Browse resources for schools



Child protection: an introduction course



Increase your confidence in identifying and responding to signs

Safer recruitment principles



Empower your new recruits to keep children safe by incorporating safeguarding practices into staff

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Subscribe to our weekly email keeping you up-to-date with all the developments in child protection policy, research, practice and guidance.

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Latest news

Further information



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ceop.police.uk



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