



National
Operational
Guidance

Section

Safer Recruitment and Managing Allegations



NFCC
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Safer Recruitment and Managing Allegations



	Lead/Person Responsible	Comments and Time Line	Status/Completed
<p>The service has a Safer Recruitment policy that helps deter, prevent and detect people who may pose a risk to children young people and adults at risk or are otherwise unsuited to working with them by having appropriate procedures for appointing staff.</p> <p>Staff involved in recruitment training are suitably trained and safer recruitment training is known to be effective by evaluation processes.</p> <p>Recruitment adverts include the Service commitment to safeguarding and safer recruitment.</p> <p>Rigorous procedures are in place for recruiting anyone who has contact with children, young people or adults at risk.</p> <ul style="list-style-type: none"> • Assess their suitability to work with children and adults at risk • Where appropriate are consistent with statutory requirements • Appropriate references and checks <p>Robust governance arrangements ensure that a record of all staff who work with children is readily accessible.</p> <p>Safeguarding responsibilities are reflected in all job descriptions relevant to role and responsibilities.</p> <p>DBS checks are undertaken on relevant roles in line with national legislation and guidance.</p> <p>Staff are aware of the reporting processes in the Service with regards to referral to DBS following safeguarding concerns of staff.</p> <p>The Named Person has been adequately trained in the managing allegations process to enable effective work with the LADO</p> <p>The Service has a clear policy and procedure for dealing with allegations against staff which is in line with local guidance and procedure.</p> <p>Support is available for staff who are subject to allegations.</p>			



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