

# Safer Recruitment Training UK



## Type of intervention



*Classroom setting*

## Target group/s, level/s of prevention and sub-group/s:

Situations  
/ Places

Schools and other organisations working with children and young people, Faith Settings, Sport and Leisure | Classroom | English

## Target population

This training is for those who recruit workers and volunteers to work with children and young people. All organisations in England that work with or provide services for children and families have a duty to protect their welfare. There are two courses available, one for education settings and one for the wider children's workforce.

## Delivery organisation

Lucy Faithfull Foundation (LFF), UK.

## Mode and context of delivery

The Safer Recruitment training is a one day course and accommodates up to 25 participants. The training is interactive, consisting of four separate sessions, each involving group exercises and discussions, alongside PowerPoint presentations and audio clips. Participants are required to complete an assessment at the end of the training.

## Level/Nature of staff expertise required

The Safer Recruitment training is delivered by staff from The Lucy Faithfull Foundation, who have different roles within the organisation and varied background experience, including the Police and Probation. They will have completed a two day accredited Train the Trainer course.

## **Intensity/extent of engagement with target group(s)**

The Safer Recruitment training is a one day course that is an important part of safeguarding and promoting the welfare of children.

## **Description of intervention**

Safer recruitment training became mandatory for the recruitment of school staff from 1 January 2010. This means a recruitment panel must have at least one member who has completed the training, or where an individual is in charge of recruitment, that individual must have completed the training. It is the responsibility of schools to comply. It is recommended that anyone recruiting into the wider children's workforce be trained.

The training for the schools sector and the wider children's workforce looks at best practice that should be adopted when recruiting and selecting adults to work with children in schools and other environments. It sets out procedures and strategies to help those involved in the recruitment process to deter, identify and reject applicants who are unsuitable to work with children. It also seeks to strengthen safeguards for children, with the aim of creating an environment where concerns can be raised on poor or unsafe practice. The one-day course is divided into four modules:

- introduction to safer recruitment; abuse and abusers in the workforce
- a safer recruitment process
- safer selection
- an on-going safeguarding culture and responding to concerns and allegations

## **Evaluation**

No evaluation data available.

## **References**

National College for School Leadership  
Department for Education  
Richard, Sir Michael, *The Richard Inquiry Report*, London, Home Office

## **Contact details**

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