

Safer Recruitment Policy

1. Introduction

Wild Mind Well-Being is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. This policy outlines our approach to safer recruitment to ensure that all individuals working with children and young people are suitable, qualified, and safe to do so.

2. Recruitment Procedures

2.1 All job vacancies will be advertised widely to attract a diverse pool of candidates.

2.2 All applicants will be required to complete an application form, providing details of their qualifications, experience, and suitability for the role.

2.3 Shortlisted candidates will be invited for an interview, which will include questions relating to safeguarding and child protection.

2.4 All successful candidates will be required to undergo an enhanced Disclosure and Barring Service (DBS) check before commencing employment.

2.5 References will be obtained for all successful candidates before they start work with us.

3. Training and Induction

3.1 All staff and volunteers will receive appropriate safeguarding training as part of their induction process.

3.2 Regular refresher training will be provided to ensure that all individuals working with children and young people are up to date with safeguarding procedures.

3.3 Staff and volunteers will be made aware of their responsibilities in relation to safeguarding and child protection.

4. Supervision and Monitoring

4.1 Regular supervision and monitoring will be provided to staff and volunteers to ensure that they are following safeguarding procedures and best practices.

4.2 Any concerns or issues relating to safeguarding will be addressed promptly and appropriately.

5. Code of Conduct

5.1 All staff and volunteers will be required to adhere to a code of conduct that outlines expected behavior when working with children and young people.

5.2 Any breaches of the code of conduct will be taken seriously and may result in disciplinary action, including dismissal.

6. Reporting Procedures

6.1 All staff and volunteers will be made aware of the reporting procedures for safeguarding concerns.

6.2 Any safeguarding concerns or incidents will be reported to the designated safeguarding lead within the organisation and to the relevant authorities as necessary.

7. Review and Monitoring

7.1 This policy will be reviewed annually to ensure that it remains up to date and in line with current legislation and best practice.

7.2 Any changes to legislation or guidance relating to safer recruitment will be incorporated into this policy as necessary.

Signed: Camilla China

Director

Date: 25/06/2024