Safe Recruitment Training – social care providers

**Why is it needed ?**

Safe Recruitment aims to ensure that all staff (includes volunteers and contractors)within an organisation, are recruited and supervised in a manner that best ensures the safety of children, young people and vulnerable adults.

Current weaknesses are that we place too much trust in the DBS process

The social care sector across Wales has high staff turnover new staff are often unqualified with limited experience/knowledge of working in the sector.

 Not all social care organisations are supported by HR departments/ range of HR policies.

Managers not trained in Safe Recruitment

**What’s changed**

We ran a Safe Recruitment workshop at the North wales Regional Social Care Partnership conference 2015. The focus was to explain the importance of safe recruitment, how to undertake safe recruitment and identify how we as a local authority can support social care providers in safe recruitment.

**What Difference has it made**

Social Care providers have told us they need help and support with:

* undertaking employee interviews
* Developing a safe recruitment approach to their selection processes
* Support for new managers in social care.

As part of our Social Care & Workforce Development programme 20/16, for the first time we are developing training specifically targeted social care managers from the private, independent and voluntary sector:

* Interviewing skills
* Safe selection processes
* New Managers induction training programme