

Safer Recruitment

About the Programme

This EduCare programme is written by the NSPCC and looks at what you need to do to ensure you protect children and young people from unsuitable people who might apply to join your organisation. It takes participants right through the recruitment process, from planning prior to recruitment to maintaining awareness and vigilance once the new recruit is a member of your organisation.

Programme make-up

- Modular, bite-size format provides an easy way to learn the essentials.
- There are four concise learning modules, four accompanying questionnaires and full instructions throughout.
- A personalised NSPCC certificate on successful completion provides evidence of learning.
- There is confirmation of the correct answers to reinforce the participant's knowledge.
- Available in online learning only.



Programme benefits

- Brings paid and volunteer staff quickly up-to-speed.
- People with different working arrangements and in different locations receive the same clear, consistent messages.
- The programme can be used as a pre-employment, induction or refresher tool.
- The reassurance of knowing that the content has been written and approved by experts.

Programme Contents

Module one – Preparing to Recruit

This module outlines the context behind the need for organisations to employ safer recruitment practices. It examines what a safer recruitment process is and covers the steps that you should take when preparing to recruit, including defining the role, providing information packs, application forms versus CVs, designing an application form and planning the selection process.

Module two – Selecting the Right People

This module details what a safer selection process looks like and it explores the key elements, including short-listing, interviewing, choosing between selection tools and planning the assessment criteria.

Module three – Vetting Checks

This module covers what you need to know about vetting checks and the legal situation, including criminal record checks and the organisations that provide them. There is a section on overseas applicants, the necessity of taking up references, looking at qualifications and identity documents, as well as self-disclosure.

Module four – Maintaining Vigilance

This module looks at the importance of ongoing awareness and vigilance once the person you have recruited is in place. It covers induction and probationary periods, ongoing training and appraisal, supervision and management and codes of conduct. There is also a section on whistleblowing and promoting an open culture.

Why Choose EduCare?

“Our practitioners have undertaken approximately 2000 courses and we have found them to be very high quality. Our relationship with EduCare has been very beneficial and we have found them to be professional, helpful and able to adapt well to our systems. I would willingly recommend them. They have successfully filled the gap for alternative methods of delivery.”

Tammie Redman, Milton Keynes Council, Early Years and Childcare Team

“The assimilation of knowledge is measured by the questionnaires that accompany each module and we like the fact that they are marked independently.”

Skill Force

As an organisation, we get a lot of after-care support from the EduCare team who are always there if you need them.

Connexions

“I like the fact that it's a quite rigorous training process. It's not something we just rubber-stamp; you actually have to put some work into the programme which means you learn something at the end of the day.”

Royal Society for the Protection of Birds

“A huge advantage of EduCare is the flexibility it offers. People can do them when and where they want; the night shift seems quite a popular time to study! Some managers of our residential homes use them as team-building exercises and work together as a group to complete the programme. We have had good feedback from our people. Even when they have been completed, the subjects are still discussed and the advice and information contained within them are put into practice. I would definitely recommend EduCare to other organisations.”

Liz Bennett, Accreditation & Assessment Senior Administrator, Mencap

“In short the EduCare methodology is cost effective, accessible, simple, measurable and most importantly, effective. The programme supports our organisation's health and safety culture and understanding. West Midlands Fire Service is committed to high standards of health and safety and would recommend the programme to other fire services to use within their service to support these standards.”

Mark Bishop, Safety, Health and Environment Adviser, West Midlands Fire Service

“People can do it at their own convenience. Everyone likes the certificate which evidences the learning and looks very professional. There are lots of them pinned up on our notice boards around the office. We have just had our independent Child Protection Audit to ensure we comply with all available legislation and best practice and the training was cited in the auditor's report.”

Rebecca Wilding, Training Administrator, Kent Probation

- Over 25 years experience in creating and delivering award-winning, distance learning programmes.
- Our simple and highly successful methodology has been experienced by over two million participants.
- We work with experts to create dynamic content and host it on our cutting edge online learning system.
- We provide support through our professional and experienced customer support staff, as well as dedicated account managers.
- EduCare programmes have been independently CPD certified.
- Our customer experience surveys consistently record satisfaction rates of 98% or above.
- We have held the BSI Quality Standard ISO9001:2008 and the Investors in People standard for over a decade.



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IN PEOPLE**

Visit our website at: www.educare.co.uk

Call us on: 01926 436212

Email: sales@educare.co.uk

Fax: 01926 436216