

## **Safer Recruitment and Child Safe Organisations Factsheets**

### **Overview and Introduction**

In recent years there has been more and more evidence of individuals who abuse children doing so in the workplace. It is true that some individuals specifically seek out posts, either through paid employment or as volunteers, in order to gain access to children in order to abuse them. Therefore it is vital to ensure organisations act vigilantly in the recruitment of new staff or volunteers.

However, there are also regularly cases of individuals who have worked with children for long periods of time becoming involved in abusive behaviour, for example by establishing inappropriate relationships with young people or by becoming more physically aggressive with children as a result of professional and personal stresses or medical problems. For this reason it is necessary to ensure ongoing monitoring and support of staff once they are employed to identify and manage any risks and prevent harm to children in the care of the organisation.

The purpose of this series of factsheets is to provide information, hints, tips and pointers to assist in the safer recruitment of individuals to work with children and in the creation of an ongoing child-safe environment within organisations.

The fact sheets are designed to be read individually if you have a particular area of interest, or could be combined together to produce a basic safer recruitment and child-safe organisations information booklet.

### **Child-Safe Organisations**

A 'Child-Safe Organisation' is one which actively works to maintain an environment in which children are protected from harm. Child-Safe Organisations create and maintain necessary safeguarding measures to ensure the ongoing safety and welfare of children. These include fostering a safeguarding culture and implementing effective child protection policies and procedures for example. Successful Child-Safe Organisations are those in which all staff, children and service users are able to safely and confidently discuss child protection issues and raise worries or concerns in the knowledge that they will be taken seriously, handled appropriately, professionally, sensitively and fairly.

The factsheets in this series will hopefully help you to begin making your organisation/workplace a child-safe one and signpost you to further information on many different topics related to child protection and safeguarding.

In depth information and free comprehensive training packages about child protection can be found in the Child Safe Organisations training and toolkits produced by ECPAT/Save the Children UK/UNICEF. These provide an easy to use framework for the development and practical application of child protection policies within local organisations that work with and for children.

**Child Safe Organisations Self Study Manual**

[http://www.ecpat.com/EI/Publications/Care\\_Protection/CSO\\_SelfStudy\\_eng.pdf](http://www.ecpat.com/EI/Publications/Care_Protection/CSO_SelfStudy_eng.pdf)

**Child Safe Organisations Training Toolkit**

[http://www.ecpat.com/EI/Publications/Care\\_Protection/CSO\\_toolKit\\_Eng.pdf](http://www.ecpat.com/EI/Publications/Care_Protection/CSO_toolKit_Eng.pdf)