

Safer Recruitment Statement

Safer recruitment is a set of practices to ensure colleagues and third-party practitioners are suitable to work with service users (including children, young people and vulnerable adults), their families and carers. It is a vital part of creating a safe and positive environment and making a commitment to keep service users and colleagues safe from harm.

The policies listed below set out how Thanet Health Community Interest Company meets the above statement and ensures recruitment procedures are fair and adopt a values-based principle to recruitment. The organisation does not only recruit for qualifications and experience but also recruits colleagues who share the values of the organisation.

Safer recruitment is a continuing process of improvement for the organisation, and it sets out our commitment to recruiting colleagues who are suitable to work with service users, their families and carers.

Thanet Health Community Interest Company commits to:

- Safeguarding and protecting all service users, families, carers and colleagues by implementing robust safer recruitment practices.
- Identifying and rejecting applicants who are unsuitable to work with service users and other colleagues.
- Responding to concerns about the suitability of applicants during the recruitment process.
- Responding to concerns about the suitability of colleagues and volunteers once they have begun their role.
- Ensuring all new colleagues and volunteers participate in an induction which includes safeguarding.
- Provide a list of the supporting documents that accompany this policy

List of Supporting Documents:

Recruitment Policy

Equality, Inclusion and Diversity Policy

Positive Work Environment Policy

Safeguarding Handbook

Following these documents ensures when the organisation is recruiting it is adhering to legislation and guidance, there is consistency and fairness, and best practice if followed.