



## **SAFE RECRUITMENT POLICY**

Loch Insh Outdoor Centre is committed to safeguarding children (anyone under 18) and adults at risk and complies with National Safer Recruitment Procedures and relevant legislation to ensure a consistent and thorough recruitment process.

Loch Insh Outdoor Centre conducts Disclosure Scotland checks on applicable positions as part of this process.

The aim of the Safer Recruitment policy is to help deter people who might abuse children or adults at risk from applying for roles where they will have access to those vulnerable groups.

Individuals involved in the recruitment and selection of staff are responsible for familiarising themselves with and complying with the provisions of this policy.

This Policy shall be applied consistently in relation to all staff regardless of age, disability, gender, relationship status, maternity status, race, religion, or sexual orientation.

### **Recruitment Process**

If a role involves working with visiting children (anyone under 18) or adults at risk, the role requirements will be carefully reviewed to determine if a Disclosure Scotland check is required.

We will advertise for any vacant positions and any adverts and/or job descriptions will refer to any requirements to complete the appropriate Disclosure Scotland check.

All applicants are required to complete a standard application process to ensure they have all the information they need about our organisation, including the advertised role and to ensure we can assess their suitability for the role. This process will provide us with essential information such as employment history (either paid or voluntary), further education background, academic or vocational qualifications.

If the role requires an enhanced Disclosure Scotland check, we will also ask applicants to disclose any unprotected spent offences. Where the information raises a safeguarding concern, details will be shared with the managing director.

We will take reasonable steps to confirm the applicants' suitability for the role, including; verifying qualifications and professional memberships, assessing skills and relevant experience. All applicants will be asked to provide an explanation for any significant gaps or repeated changes in employment history where no reasons have been provided on their application. We may also ask interview questions which are designed to allow candidates to demonstrate the attitudes and values that people working with children need to have.

Applicants will be asked to provide contact details of people willing to act as a referee during the application process. References are normally sought after a conditional offer of

employment or engagement has been made, however there may be occasions when we ask applicants for their consent to contact a referee before an offer of employment or engagement has been made. All conditional offers of employment or engagement are subject to satisfactory completion of all vetting processes including references.

Loch Insh Outdoor Centre provides an induction programme for all new staff which includes our Child Protection and Vulnerable Adult policies and procedures. As part of the induction process all new staff are required to complete an initial probationary period to ensure that their conduct, performance, behaviours and attendance meet the required standards.

### **Disclosure Scotland checks**

Any individual intending to work in Regulated Activity with children, young people or adults are required to complete an Enhanced Disclosure Scotland check before commencement of employment or engagement and at least every 3 years during their employment or engagement.

Regulated activity is work that a barred person must not do. It is defined in the Safeguarding Vulnerable Groups Act 2006 (SVGA) which has been amended by the Protection of Freedoms Act 2012 (PoFA).

Any individual intending to work in a role which involves work with children or adults at risk but is not defined as Regulated Activity will be required to complete an Enhanced Disclosure Scotland check before commencement of employment or engagement and at least every 3 years during their employment or engagement. The relevant department will regularly monitor the specific nature of roles and whether they are defined as Regulated Activity.

All conditional offers of employment or engagement are subject to receipt of a satisfactory Disclosure Scotland check.

In order to minimise risk, if a role is not defined as Regulated Activity but requires an Enhanced Disclosure Scotland check and this check takes much longer than anticipated, in exceptional circumstances where a delay in employment or engagement may cause significant operational difficulties the [Chair/Manager/Secretary] may authorise an individual to commence their work in a supervised capacity. However this does not apply to roles considered as working in Regulated activity.

If we are not satisfied with the outcome of any of the above checks (Disclosure Scotland check or Overseas Criminal Record check) we may decide to withdraw a conditional offer of employment or engagement. We may also withdraw a conditional offer of employment or engagement if an applicant has failed to co-operate with this process or if the process has not been completed within reasonable timescales.

Staff who begin performing additional duties or a different role that moves them into Regulated Activity will be asked to complete a new Enhanced Disclosure Scotland check.

All agency workers and contractors used by Loch Insh Outdoor Centre are required to comply with the Enhanced Disclosure Scotland Check requirements at all times as outlined in this Policy. If new or adverse information emerges or appropriate checks have not been made by the Agency Loch Insh Outdoor Centre will require the Agency to withdraw the temporary worker immediately. Furthermore Loch Insh Outdoor Centre will consider the implications of these Policy requirements on the provision of service agreements for all contractors, including any additional vetting requirements for those roles engaged in Regulated Activity with children, young people or adults at risk.

## **Disclosure Scotland checks revealing content**

A Disclosure Scotland check will disclose any spent convictions, cautions or reprimands that are not protected and have been subject to filtering by Disclosure Scotland. Disclosure Scotland checks may also disclose other relevant information based on the position applied for.

Loch Insh Outdoor Centre will receive a notification when a Disclosure Scotland check has revealed content (i.e. an offence); however, Loch Insh Outdoor Centre will not know the details of the content.

When Loch Insh Outdoor Centre receives a notification that a Disclosure Scotland check has revealed content, the applicant will be asked to provide the original Disclosure Scotland check for review. Loch Insh Outdoor Centre will then review the information to decide if any further information or action is required.

Review by: Jordan McNeilage  
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