**Safer recruitment**

Safer practice in recruitment means considering issues to do with child protection and safeguarding, and promoting the welfare of children or vulnerable adults at every stage of the process.

**Do I need to read this page?**

Yes - if you're hiring someone to work with children, young people or vulnerable adults.

**Why is this important?**

You have a responsibility to ensure that applicants are carefully scrutinized. This includes doing screening and checks before your recruit starts working with us.

Your role profile and advertisement should make clear our commitment to safeguarding and promoting the welfare of children. Getting this wrong would be bad for us and bad for our service users. Please**be thorough** in obtaining, collating, analysing and evaluating information from and about applicants.

There's a specific application form for posts in Children Services and Adults Social Care. Make sure your candidates use this, and discuss any concerns with HR.

**OK, is there anything else?**

Yes - please read these [12 steps to safer recruitment](https://foresthub.walthamforest.gov.uk/sites/default/files/od_info_safer_recruitment_12_steps_0.pdf).