

Deadly Descendants Child Safe Screening and Recruitment Policy

Purpose

At Deadly Descendants, we commit to a safe, nurturing, and empowering environment for all children and young people in our care. This policy sets out our procedures for child-safe recruitment, induction, and training, emphasising our dedication to upholding our organisation's child-safe values. Our approach ensures every team member, from staff to volunteers, embodies our ethos, respects our Charter of Commitment to Children and Young People, and upholds the national principles for child-safe organisations.

Who the Policy Is For and What It Applies To

This policy applies to all individuals associated with Deadly Descendants, including board members, executive leadership, employees, volunteers, interns, trainees, contractors, and consultants. It governs all organisational activities involving, leading to, or associated with interactions with children and young people.

Our Processes for Child Safe Recruitment

Comprehensive Interviews

At Deadly Descendants, we place immense importance on the personal interaction and evaluation process of our candidates through comprehensive interviews. Our interviewing strategy is meticulously designed to delve beyond the surface, ensuring that each candidate's values, principles, and professional demeanour are in harmony with our organisation's ethos and the critical mission of safeguarding the children and young people in our care.

Our interviews employ behaviour-based interview techniques, a method proven to offer deep insights into a candidate's past experiences, decision-making processes, and potential future performance. This approach allows us to assess not just what the candidates have accomplished, but how they have navigated challenges, conflicts, and responsibilities, especially in contexts relevant to child safety and welfare. We frame our questions to prompt candidates to share real-life instances where they've demonstrated their commitment to child protection, their ability to foster a safe and positive environment, and their responses to ethical dilemmas, thereby revealing their alignment with our core values.

Furthermore, these interviews serve as a pivotal platform to evaluate an applicant's understanding and application of child safety principles. Through scenario-based questions, we explore candidates' awareness of, and response to, potential child safety issues, their capacity for empathy, and their strategies for ensuring

a child-centric approach in their work. This not only assesses their readiness to uphold our stringent child safety standards but also their proactive approach to fostering an environment of trust, respect, and empowerment for all children and young people.

Reference Checks

Deadly Descendants conducts detailed referee checks as a critical component of our recruitment process, emphasising our dedication to the safety and well-being of the children and young people in our care. These checks aim to understand a candidate's professional conduct, achievements, and suitability for child-centric environments by exploring their employment history, interpersonal skills, integrity, and adherence to safety practices. While we maintain confidentiality and respect for privacy, our inquiries are designed to ensure candidates align with our core values and mission.

Our approach prioritises transparency and professionalism, ensuring all inquiries are respectful and thorough, without disclosing specific questions. The insights gained from referees are invaluable, aiding us in maintaining the highest standards of care and safety in our organisation. We appreciate the cooperation of referees in this process, as it is instrumental in helping us build a team that is fully committed to creating a nurturing and safe environment for the young individuals we support.

Rigorous Background Checks

At Deadly Descendants, our commitment to creating a secure and supportive environment for the children and young people under our care begins with our comprehensive and meticulous recruitment process. This process includes extensive background checks and detailed referee checks, conducted with the utmost respect for privacy and professionalism, yet with a rigorous approach to ensure the highest standards of child safety and organisational integrity.

Upon identifying a suitable candidate for any role within our organisation, we initiate a series of thorough background checks. These checks are fundamental to our recruitment process and include Working with Children Checks, national criminal history checks, and the verification of qualifications and professional memberships. Each of these steps is crucial in assessing a candidate's legal and professional suitability to work with children, ensuring they meet our stringent requirements for integrity, reliability, and commitment to child safety.

Ongoing Training and Development

We recognize that the commitment to child safety and the embodiment of our organisation's values is an ongoing process, necessitating continuous professional development and education. To this end, we have established a comprehensive Ongoing Training and Development program, integral to the integration and growth of all new hires within our organisation. This program is meticulously designed to ensure that each member of our team, regardless of their role, is fully versed in and committed to our ethos, mission, and the principles that guide our work with children and young people.

Continuous Professional Development

Beyond the induction program, Deadly Descendants commits to the ongoing professional growth of our team members through:

- **Regular Training Updates:** Ensuring all staff members receive up-to-date training on child safety practices, legal requirements, and any changes to our policies and procedures.
- **Specialised Training Opportunities:** Providing access to specialised training based on the evolving needs of our organisation and the children we serve, as well as individual career development paths.
- **Performance and Development Reviews:** Conducting regular reviews to assess performance, offer constructive feedback, and identify opportunities for further training and development.

- Leadership Development Programs: For staff in or aspiring to leadership roles, offering programs to enhance leadership skills in the context of child safety and organisational management.

Deadly Descendants' Ongoing Training and Development program is a testament to our commitment not only to the children and young people we support but also to the professional and personal growth of our team members. By fostering a culture of continuous learning and development, we ensure that our organisation remains at the forefront of child safety and care, equipped with the knowledge, skills, and dedication necessary to fulfil our mission.

This comprehensive approach ensures that our team is not only equipped to perform their roles effectively from day one but also encouraged to grow and evolve in their capacities to contribute to our child-safe environment.

What Is Involved In The Induction Process?

Mandatory Induction Programs

All new hires at Deadly Descendants are required to undergo an extensive induction program immediately upon joining. This program serves as the foundation of our training and development efforts, ensuring that every team member starts with a solid understanding of our organisation's core values and commitments. The induction program covers:

- Ethos and Mission Statement: An in-depth review of our foundational beliefs and objectives, emphasising our dedication to creating a safe, nurturing, and empowering environment for all children and young people in our care.
- Child Safe Code of Conduct: A detailed exploration of the behaviours and practices expected of all team members to maintain a child-safe environment, including guidelines for interaction with children and the principles of respect, integrity, and professionalism.

- **Critical Policies and Procedures:** Comprehensive training on our key organisational policies, such as the Child Safe Screening and Recruitment Policy, Child Safe Reporting Policy, Child Safe Complaints Handling Policy, and Child Safe Risk Management Policy. This training ensures all staff are knowledgeable about our procedures for safeguarding children, reporting concerns, and managing risks.
- **Training Modules:** Engaging and informative modules designed to deepen understanding and skills in areas crucial to child safety, including but not limited to, Recognizing and Responding to Child Abuse and Neglect, Cultural Diversity and Inclusion Training, Emergency Response Procedures, and Privacy and Confidentiality in a Child Safe Framework.

What Does Training Involve?

At Deadly Descendants, we are deeply committed to maintaining the highest standards of child safety and welfare. This commitment is reflected in our structured approach to training, professional development, and the continuous enhancement of our policies and practices. Our ultimate goal is to equip every member of our team with the skills, knowledge, and understanding necessary to provide safe, nurturing, and effective support to the children and young people we work with.

Training and Professional Development

To ensure all our workers are equipped with the required skills for their crucial roles, Deadly Descendants has implemented a comprehensive training program that encompasses both the induction phase and ongoing professional development. This program is meticulously designed to cover all essential aspects of child safety, including:

- **Induction Training:** Introducing new team members to our core values, mission statement, and child-safe practices. This foundational training is crucial for embedding our child safety ethos from the outset.

- **Ongoing Professional Development:** Facilitating regular training sessions to update staff on the latest child safety regulations, practices, and techniques. This includes access to external training programs, workshops, and seminars relevant to their roles and the evolving needs of the communities we serve.
- **Skill Enhancement Sessions:** Organised throughout the year to reinforce critical skills and introduce new methodologies for working effectively with children and young people.

Engagement and Feedback

Understanding that continuous improvement is a collaborative process, Deadly Descendants actively engages with children, families, staff, and the wider community to gather insights and suggestions. Feedback mechanisms are implemented at both the commencement and conclusion of service delivery, ensuring that the voices of those we serve and those who serve with us are heard and valued. This feedback informs the ongoing development and refinement of our policies and training programs.

Continuous Improvement

Deadly Descendants is dedicated to a cycle of continuous improvement, drawing on internal feedback, incident analysis, and advancements in child safety best practices. By regularly reviewing and updating our policies and procedures, we ensure our approaches remain effective, responsive, and aligned with the latest in child welfare and protection standards.

Monitoring and Compliance

To ensure adherence to our child safety policies, Deadly Descendants has established a robust monitoring and compliance framework. This includes conducting annual audits, as well as staff surveys at key intervals (three, six, and twelve months) to gauge policy comprehension and implementation. Feedback sessions are also a critical component of this framework, offering additional opportunities for reflection and improvement.

Public Availability and Transparency

In line with our commitment to transparency and community engagement, our policies are made publicly available. This openness invites community feedback, fosters trust, and underscores our dedication to the safety and well-being of the children and young people in our care.

Through these measures, Deadly Descendants ensures that our team not only starts strong but continues to grow and adapt, embodying the best practices in child safety and support.

Policy Status and Review

This policy, approved on 28th March 2024, is scheduled for review on 28th September 2024. It will be reviewed immediately in the event of any critical incidents. For more information or assistance, contact anastasia@deadlydescendants.com.au or cso@deadlydescendants.com.au.