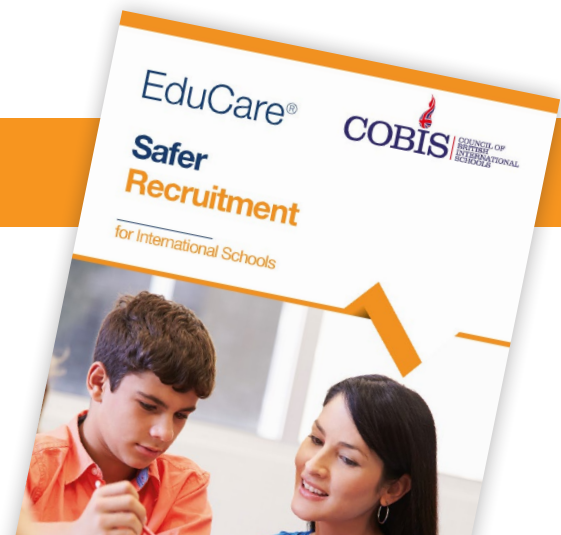


Safer Recruitment

This course provides a thorough insight into safer recruitment in international education settings, covering the essential facts to help safeguard against unsuitable people who might apply to join your organisation. This course has been developed in partnership with the Council of British International Schools (COBIS).



Key features

- Level 2 course (as graded against UK accepted levels, equivalent to GCSE grades A*-C).
- Four modules with multiple choice questionnaires.
- Four CPD hours with a personalised downloadable certificate.
- 70% pass mark.
- Optional narration of each module for accessibility.
- Additional resources for further learning and printable modules for future reference.
- Developed and fully endorsed by experts at COBIS.

Course objectives

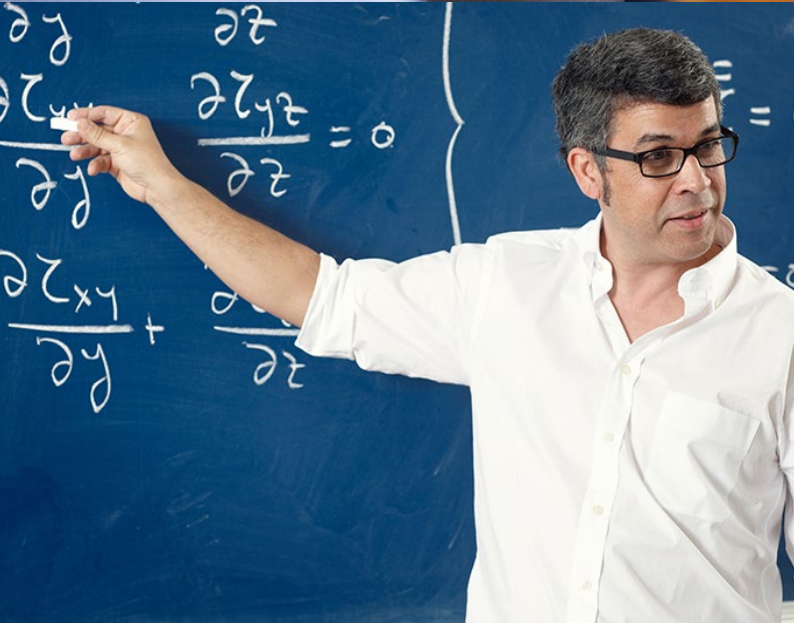
The primary purpose of this course is to ensure that whilst making recruitment decisions, the children, young people and any adults at risk in your setting are safeguarded from harm.

1. Recognise the dangers international schools may face.
2. Understand the four key stages of the recruitment process.
3. Organise pre-recruitment plans and understand what must be in place before you advertise your post.
4. Learn about rejecting candidates and meeting the right ones.
5. Learn what is required from vetting checks, including the International Child Protection Certificate and COBIS revision.
6. Learn about post-recruitment activities.



Target audience

This course is relevant for anyone who comes into contact with children and young people of any age in an international education setting.



Module content:

1. Introduction

- Recognise the dangers international schools may face.
- What you need to have in place before you have any contact with potential candidates.
- Promoting your commitment to safeguarding on all relevant aspects of your organisation's communications.
- Preparing the job description, job specification, application form and information pack.

2. Pre-Interview Planning and Interviews

- Scrutinising applications consistently.
- How to shortlist candidates and prepare for interview.
- Different selection techniques and areas that may give rise for concern.

3. Pre-Employment Checks

- Pre-employment checks including COBIS provision and the International Child Protection Certificate.
- What you need to do if you are considering employing an overseas applicant.

4. Observation and Supervision

- The measures your school can take to ensure that all new recruits are observed and supervised during their induction period and beyond.
- The importance of remaining vigilant to protect and promote the welfare of children and young people or adults at risk.
- Good practice in international schools.

Why choose us?

“Our staff at the KCIS faculty have been raving about their EduCare training and it has generated some excellent child protection discussions in our community. In my role at the Association of International Schools in Africa (AISA) I am committed to spreading the word!”

Natasha Winnard
Association of International Schools in Africa (AISA)



“I liked the way the content was presented, allowing both the visual and auditory learner access to the material. The information was concise and easy to understand and can be applied directly to an educational situation.”

Carol Ann Rodrigues
International School of London, Qatar



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