

PERSONNEL COMMITTEE

25 January 2018

Minute Extract

420. **CONSIDERATION OF MOTION: SAFER RECRUITING COUNCIL**
(Report PER307 refers)

Personnel Committee noted that at the meeting of full Council on 11 October 2017, Councillor Porter proposed the following Notice of Motion:

“In order to protect the public, and show our strong commitment to our staff, this council will become a 'safer recruiting council'. Becoming a 'Safer Recruiting' Council brings about a new culture of Good Practice. All job advertisements will advertise this fact, and that DBS checks may be undertaken if staff or any person who is paid by Winchester City Council are in continued contact with members of the public. This means that staff and councillors who are working closely with the public on very personal matters will be fully informed of the safeguarding issues of which they should be aware and DBS checks will be carried out at the start of every councillor's term of office.”

This Notice of Motion was referred to Personnel Committee for further investigation and to report back to Council and the Report provided information and a suggested response.

At the invitation of the Chairman, Councillor Porter addressed the Committee. In summary, she stated that it would be of value to the authority if potential employees were told that they would be subject to Disclosure and Barring Service checks when applying to work for the authority and that Councillors should also be trained in basic safeguarding. It would also be of benefit if Councillors' identity cards included safeguarding numbers to call when they had concerns.

The Interim Head of HR explained the Council's approach to safeguarding and stated that he had met with Councillor Porter to discuss this issue and would continue dialogue to progress the matter.

Councillor Godfrey commented that there was already safeguarding training for all frontline staff and that safeguarding could also be part of Member training. There were also risk assessments for those officers who make regular home visits.

Following debate, the Committee agreed to add a further recommendation that safeguarding training be provided for all Councillors.

RECOMMENDED:

**THAT MEMBERS NOTE PERSONNEL COMMITTEE'S
RESPONSE TO THE NOTICE OF MOTION AS OUTLINED BELOW.**

RESOLVED:

1. That the Council's recruitment processes be noted and acknowledged as meeting the requirements of a 'Safer Recruiting' Council in respect of Disclosure and Barring Service checks for relevant staff.
2. That Members note that there is no statutory provision for the Council to undertake criminal records checks for elected members through the Disclosure and Barring Service.
3. That safeguarding training be provided to all Councillors.