

# Standard 5 - People Working With Children Are Suitable And Supported

## Why is this Standard important?

Ongoing supervision encourages people to follow policies that can reduce the risk of harm to children. Robust human resource management practices ensure that all staff receive ongoing training to effectively perform their role.

- Leaders expect that recruitment does not rely only on the WWCC, and support ongoing training opportunities for all staff.
- Hiring managers are trained in child safe recruitment practices.
- Staff recruitment includes job ads that identify your organisation as valuing child safety.
- Recruitment processes involve a range of interview questions to establish staff suitability.
- Background and reference checks are carried out and recorded.

