

# Safer Recruitment Update & Case Analysis



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## HR PAS Project Background

HR project established in 2016 to produce a global pre appointment screening (PAS) policy.

In the majority of countries the process is managed locally, and standards are applied inconsistently

There is no clear PAS procedure to be followed (e.g. rechecks, internal moves)

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## What's Informing the Policy?

- ❑ **HMG Baseline Personnel Security Standards** (BPSS) – pre employment controls for all civil servants, temporary staff and government contractors, and underpins national security vetting
- ❑ **External Benchmarking** with Save the Children, Oxfam and RBS
- ❑ **Global vendors** – three largest global suppliers of PAS services

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## 4 Levels of Work Activity

Types of screening will depend on the work activity and degree of risk this presents to the organisation

1. Mandatory checks for all
2. Roles involving significant accountability for finance , assets and sensitive data
3. Regulated activity with children
4. Senior Management/Director

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## PAS Policy Update

- PAS Policy shared with the Executive Board in July, it was agreed in principle.
- Delivery model, implementation plan and costings shared with Executive Board on 5<sup>th</sup> December for final approval.

## Background to Case Analysis Review

Demonstrate risk to Executive Board

IICSA preparation work

KCS recertification

IA Global Child Protection Review

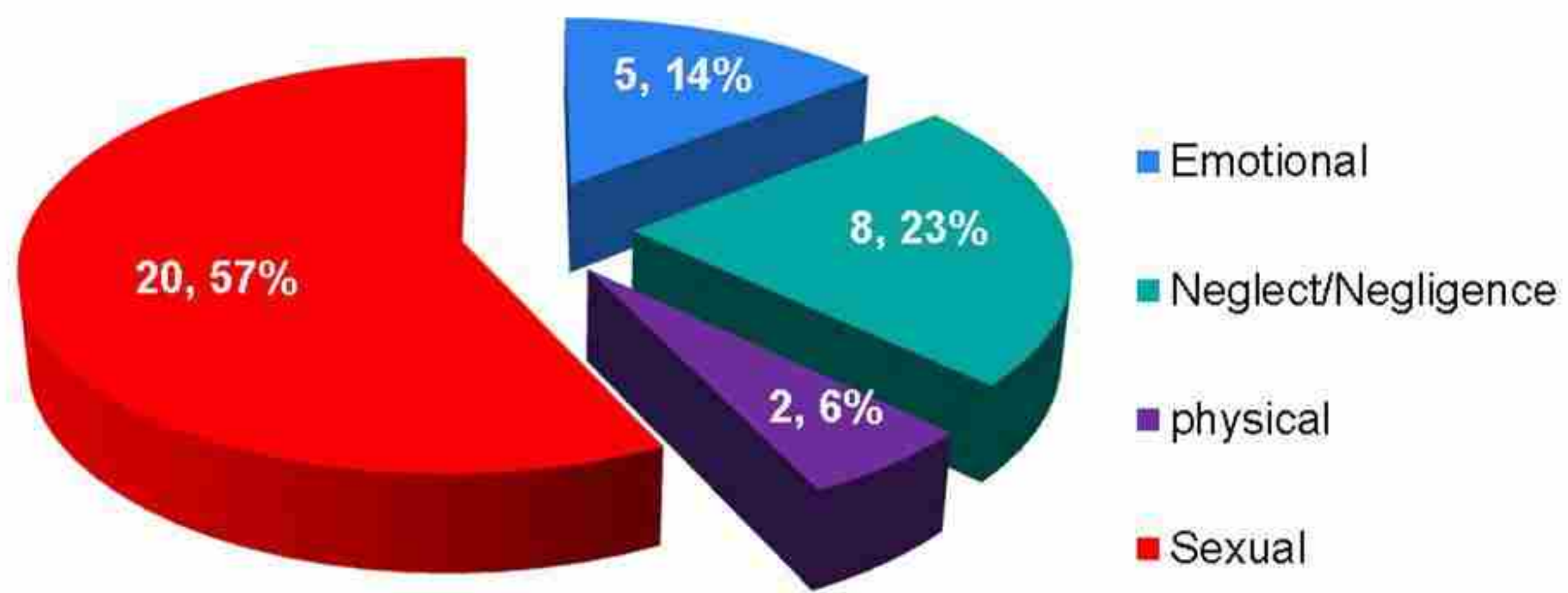
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## Safer Recruitment Review

In 2016/17, there were **35 child abuse cases**, involving our staff and/or third parties .

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## Categories of Abuse



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## Staff and Third Parties

Of the 35 cases, how many were:  
allegations related to staff?

**19**

Allegations related to third parties?

**16**

## Staff Sexual Abuse Allegations

Of the 19 staff allegations:

How many were sexual abuse?

9/19 (47%)

Of these 9 cases, how many ended in dismissal / warnings?

7/9 (78%)

## Scope - Safer Recruitment Compliance Review

Child Sexual Abuse (CSA) – because of IICSA CSA prevalence focus

Pre Appointment Checks:

- ID
- Qualification
- References
- Criminal record

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## Staff Sexual Abuse and Safe Recruitment

Of the 9 cases, what % were safe recruitment compliant?

11%

What % were non-compliant / inconclusive?

22% (67% partially compliant)

## Third Party Sexual Abuse Allegations

Of the 19 third party allegations:

How many were sexual abuse?

11/16 (69% )

Of these 11 cases, how many ended in dismissal /  
warnings?

5/11(45% )

## Third Party Sexual Abuse and Safe Recruitment

Of the 11 cases, what % were safe recruitment compliant?

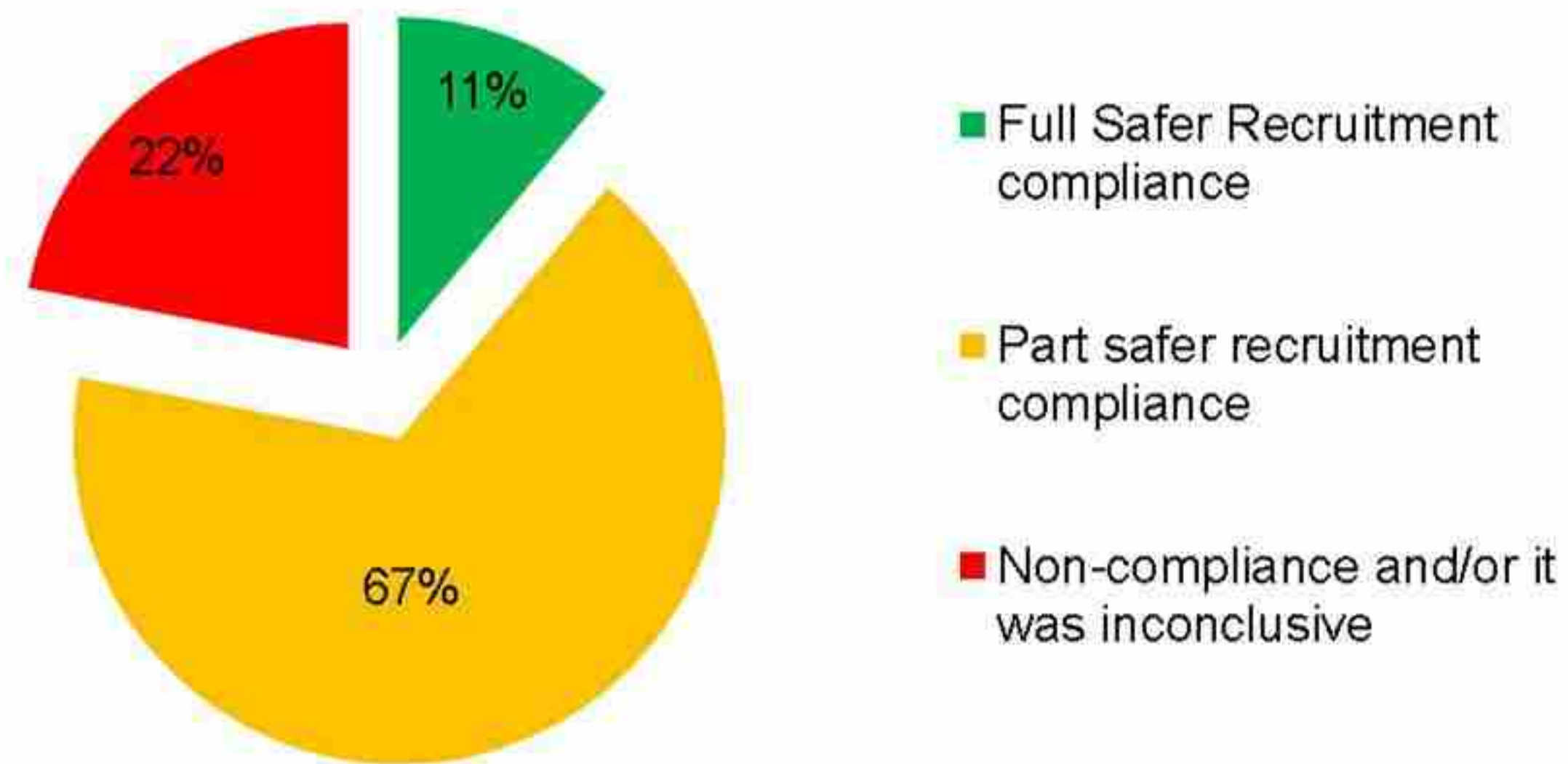
9%

What % were non-compliant / inconclusive?

73%

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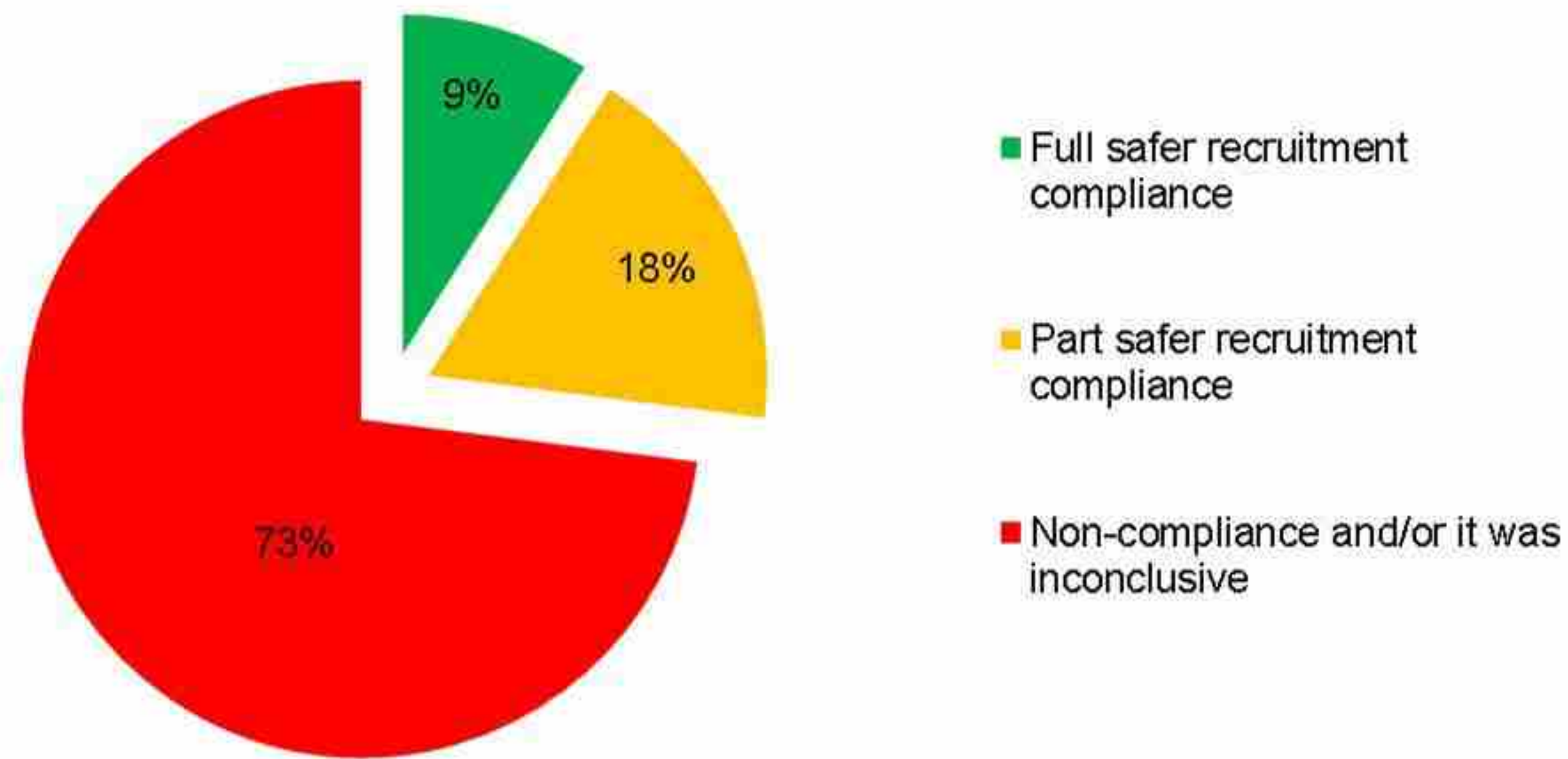
## Staff - Safe Recruitment Compliance



This is very worrying both in terms of potential abuse and harm of children but in relation to organisational vulnerability of negligent hire and serious reputational issues if 1 case became high profile and subject to external scrutiny.

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## Third Party - Safe Recruitment Compliance



This clearly demonstrates that we have less controls in place with the third party/off pay roll cohort and are carrying a high level of risk.

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**What are the implications for your  
region / SBU?**

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