

Challenge and Participation Team Good Practice Storyboard

“CLA take part in recruitment during COVID-19”

1. What are we improving?

- Use of technology to facilitate participation and engagement.
- Working creatively to continue to complete participation work during COVID-19.
- Relationships with the CiCC and their carers.
- Meeting the Implementation Plan for CLA being included in recruitment of positions within SBC.
- Interviews are able to continue virtually and, moving forwards, children are able to take part virtually if they are not able to attend in person.

3. What has been the impact?

- Provided new models of participation of children in recruitment of SBC staff.
- Will enable participation and engagement to be maintained even in the face of tight timescales as it means not having to have everyone in the same place.
- The CiCC members enjoyed being able to take part despite not being able to meet in person.
- Evidence of good practice shared with other teams and agencies to facilitate engagement and participation if unable to meet in person.
- Director post was successfully appointed to.
- CLA’s voices are heard through the interview process via their individual questions & scoring.
- CLA’s involvement in interviews influences decisions.
- CLA are gaining interview experience by asking questions, scoring candidates and providing feedback.
- Questions for social workers ensures children are enabled to have a wider influence over recruitment.

2. What has been delivered?

Model 1:

Participation were contacted to recruit members of the CiCC to take part in interviews for 2 Director roles within SBC. The Participation Team then held a Teams meeting with the CiCC members who wanted to take part to talk through the job description and what it meant, the CiCC members then came up with 4 questions to ask the candidates. The candidates were asked to record themselves answering those questions. The Participation Team then held another Teams meeting with the CiCC members where they were shown the videos and were able to give their feedback and score the candidates. This was sent to Recruitment where their scores and feedback were used as part of the decision making process.

Model 2:

In their September meeting, the CiCC discussed the important qualities in a social worker and devised questions they felt social workers should be asked in interviews. They came up with some amazing questions and these have been sent to HR for use in recruitment.

4. What is the evidence?

- Questions asked by CiCC.
- Recruitment’s use of CiCC member’s questions in social worker recruitment.
- CiCC’s feedback forms sent to recruitment.
- Videos created by candidates for the interview process.
- Thanks from successful candidate for the questions the CiCC members asked.
- Successful appointment to post.

What do our CiCC members think about taking part in interviews?

"One of my favourite things to do there is to interview people for various jobs that can affect us, so we have to make sure that the right people get the job. I find it interesting to see the sort of people that apply for the jobs and to see, in some cases, how passionate they are about the job."

– CiCC Member aged 14

"Did you enjoy taking part in the interviews?- **Yes I did.**

What did you think was good? **Able to talk to new people and to be able to do interviews.**

What did you think was not so good? **Nothing.**

Is there anything we could change to make it better? **No.**

If there were more interviews coming up, would you like to take part? **Yes Please".** – CiCC Member, aged 17

Interview Questions from the CiCC Members

Questions for Director of Inclusion and Achievement

- Why did you choose this job?
- Have you had experience in a political environment before?
- Why do we have to go to school? Why can't we just be home schooled?
- How would you make sure you listen to children and young people and their parents/carers and how would you show them they have been listened to?

Questions for Social Workers

- Are you going to be nice to the child?
- How will you make sure the child gets everything they need?
- How will you make sure the Foster Carers listen to the child?
- Why did you want to be a Social Worker?
- What qualities would you bring to being Social Worker?
- Are you going to stay?
- How will you make sure that my needs are met?
- How can you approach different children with different needs?
- What do you want to accomplish as a Social Worker?
- How long have you been a Social Worker?
- Have you had any past experiences that could make you relate to the child?
- Children go through a rough time, can you tell us about a rough time you have been through?