



Merton Mencap Standards

No 1. Safer staff and volunteers – recruitment, induction and supervision

Our statement

We believe in excellent recruitment, induction and supervision

Our basic commitments

- We review our Recruitment and Supervision policies every 2 years
- We provide clear role descriptions
- All staff are required to complete our application form and attend interview
- Offers of employment (and volunteering) are subject to two satisfactory references and a DBS disclosure
- All staff are made aware of our safeguarding and health & safety procedures
- We provide an induction, supervision and appraisal

Our additional commitments

- Our process for shortlisting candidates for interview involves more than one person
- We involve people with learning disabilities/ their parents in interviews for key roles
- We are a Disability Confident Symbol holder – we will always interview a person with a disability who meet basic requirements
- We are committed to the provisions set out in the Equalities Act