



Broxtowe
Borough
COUNCIL

CARE LEAVERS INTERVIEW SCHEME

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INTERVIEWS FOR CARE LEAVERS

1. Introduction and Background

The Children (Leaving Care) Act 2000 defines a Care Leaver as someone who has been in the care of the Local Authority for a period of 13 weeks or more spanning their 16th birthday. The Care Leavers' Association expands the definition as the following:

Any adult who spent time in care as a child (i.e. under the age of 18). This care would have been approved by the state through a court order or on a voluntary basis. It can range from as little as a few months to as long as one's whole childhood (18 years). Such care could be in foster care, residential care (mainly children's homes) or other arrangements outside the immediate or extended family. The care could have been provided directly by the state (mainly through local authority social services departments) or by the voluntary or private sector (e.g. Barnardos, The Children's Society and many others). It also includes a wide range of accommodation. For example, it would include secure units, approved schools, industrial schools and other institutions that have a more punitive element than mainstream foster or residential care.

Given that Care Leavers may have spent a considerable and difficult time within social care, future employers have a crucial role to play in assisting with job opportunities and the transition to adult life. By encouraging applications from Care Leavers, the Council seeks to offer opportunities and support young people gain new skills and develop new talent.

2. How does the scheme work?

When a Care Leaver applies for a job, they will be able to indicate on the application form their status. A guaranteed interview will be offered, provided that they:

- Meet the definition of a Care Leaver; and
- Meet the essential criteria of the Person Specification for an advertised role.

These criteria will be applied so as to create a longer shortlist of candidates than might otherwise arise. No candidate will be displaced from a shortlist by the application of the scheme.

The scheme is **not** a guaranteed job for a Care Leaver. Selection procedures will still ensure the best candidate for the job is appointed, based on objective criteria in the role profile.

This scheme should be read in conjunction with the Council's Recruitment and Selection Criteria Policy.