**Involving children and young people in recruitment**

**This scenario was developed to support learners to consider what a children’s human rights approach might look like in practice.**

An NHS Board Attention Deficit Hyperactivity Disorder (ADHD) team were looking to involve children and young people in the recruitment of community ADHD nurses for their service.

The team:

* Designed child friendly materials explaining what they were recruiting for and why.
* Used the materials to ask the children and young people who used the service if any of them would like to be involved in the recruitment process.
* Ensured that the children and young people involved were compensated for their time and offered food at every session.
* Conducted a focus group with the interested children and young people where they did an interactive art activity using the outline of a person to fill in what a perfect ADHD nurse would look like.
* Used the information from the focus group to develop and adapt the job description and application process.
* Conducted a second session using the first session’s output to discuss what questions they would want to ask during an interview.
* Invited candidates for an interview with the children and young people, with a scoring sheet for the questions being asked.
* Conducted interviews with the candidates themselves, then held a meeting with the children and young people to all share their thoughts on the candidates and decide who to recruit.
* Asked the children and young people to evaluate their experiences through the whole process.
* Invited the children and young people to meet the new staff members as part of their induction.

**Reflection question**

How would you involve children and young people in a recruitment process at your organisation?