

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?

