

# The Why and How of Screening for Safety

Optimizing Your Environment For Safety



Introduction

Culture

Top Risks

Comprehensive Screening

Youth Volunteers

Training / Development

Child Protection Policy

Bringing It Together

# Why Child Safety Matters

A Quick Glance at the Numbers...

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**859,500**

Registered Sex Offenders  
(Increases 28,125 / Year)

**> 100,000**

Offenders Fail to Register  
Each Year

**33% Girls / 25% Boys**

Children Sexually Assaulted  
Before 18 Yrs

**40%**

Offenders Are Under 18 Yrs

**3%**

Estimated Chance of Abuser  
Getting Caught

**80%**

Child Victims Know Their  
Abusers

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## Culture Matters

Protecting The Vulnerable

- Consistency is Key!
- Create a Proactive Culture
- Encourage Communication & Transparency
- Match Volunteer Requirements to the Stage

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## Top Risks

All Involve Volunteers/Staff

1. False Assumptions
2. Lack of a Child Protection Policy
3. Incomplete Vetting of Staff and Volunteers
4. Allegations of Sexual Abuse

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## Comprehensive Screening

Consider the Following

- ❑ Less than **10%** of child sexual abusers are criminally prosecuted
- ❑ Meaning **90%+** will have no red flags or marks in their history
- ❑ **90%** of child predators identify as religious or highly religious
- ❑ **75%** of child sexual predators regularly attend church

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# Comprehensive Screening

## Setting the Foundation

- ❑ Functions as a deterrent for would be offenders
- ❑ Allows for multi-dimensional screening from different perspectives
- ❑ Eliminates easy access to children
- ❑ Bubbles up need-to-know info about character commitment & history working with children and youth
- ❑ Establishes due diligence
- ❑ Provides a layer of protection
- ❑ Saves time removing those that aren't a good fit

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# Comprehensive Screening

## Seven Steps

1. Written Application
2. Background Check
3. Face-to-Face Interview
4. References
5. Social Media Check
6. Motor Vehicle Report
7. Waiting Period

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# Comprehensive Screening

## The Written Application

- Name and aliases
- Social security verification
- Drivers license – state and number
- Current phone # and address, email
- Educational history
- Family information
- Current and past organization associations
- Work experience with kids and youth
- Criminal history
- Background check and social media wavers



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# Comprehensive Screening

## The Background Check

- Alone – not a silver bullet
- Basic precaution and deterrent
- Prerequisite for insurance
- Repeat every 12-24 months
- State vs. Federal
- Local, state and criminal records check is best
- Doesn't include federal or criminal cases in other states
- Finger prints required for the FBI National Criminal database search, a state by state sex offender registry, & child abuse registry

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# Comprehensive Screening

## The Face-to-Face Interview

- Gauge interest, commitment & fit
- Good indicator well-being & spiritual state
- Include sensitive questions
- Conducted by 2-3 trusted staff members
- Focus on areas of expertise
- Compare notes, share thoughts & observations
- Process may differ for large churches

# Comprehensive Screening

## Sensitive Interview Questions

- Have you ever been accused of, plead guilty to, or been a party to any childhood abuse, neglect, or any other crime against a minor?
- Have you ever consumed alcohol or drugs while working with children?
- Have you ever mistreated or abused a child?
- Are there any children whom you wish to not work with and why?
- What strategies do you use to respond to challenging behaviors?

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# Comprehensive Screening

## Personal References

- ❑ 70% of the time references aren't contacted
- ❑ Require a minimum of 2 or 3
- ❑ Check a past experience with kids and youth
- ❑ Should be able to speak to work with kids and youth
- ❑ Never include relatives or blood relations
- ❑ If reference is unable to answer questions, ask them to recommend someone that could

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# Comprehensive Screening

## The Final Three

- ❑ A Social Media Check
  - Important in today's world
  - Can reveal a lot of good information
  - A key indicator if applicant should have access to children
  
- ❑ Motor Vehicle Report – role specific
  
- ❑ Establish a Waiting Period

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## Youth Volunteers

Same Rules Apply

- Never put a minor in charge of other minors!
- Never leave a child alone with an unsupervised youth
- Apply same screening process to youth applicants as adults
- Over the last 3 years peer-on-peer abuse has had a double digit increase!

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# Training and Development

It Never Ends

- ❑ A top priority
- ❑ Audience – volunteers, staff, and member community
- ❑ Timing – 2X year, or 10-minute weekly standing meeting
- ❑ Materials – CPP, Safety Plan, Guidelines
- ❑ Prevents abuse and creates a safer environment
- ❑ Makes policy violations more recognizable
- ❑ Allows for easier reporting

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# The Child Protection Policy

## Role and Importance

- ❑ Is a set of guidelines that define how an organization intends to protect and care for the children it serves.
  - Always use Rule of Two's
  
- ❑ Goal is to decrease isolation and increase accountability
  
- ❑ Benefits include:
  - Creates a safer environment
  - Limits liability
  - Demonstrates support for abuse survivors
  - Provides a layer of protection
  - Defines guidelines for responding & reporting abuse
  - Creates the opportunity to discuss abuse prevention

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# Bringing It All Together

## Wrap Up

- Share the news!
- Train, educate, and inform
- Be prepared to answer questions
- Follow up

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- ❑ Twitter: @KidCheck
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- ❑ Instagram: kidcheck\_checkin



## Security Questions?

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