

Safer Recruitment & Onboarding Consultancy

Reconstruct provides expert safer recruitment and onboarding consultancy to help organisations meet regulatory requirements and embed robust, compliant and consistent recruitment practices. Our consultants ensure providers are equipped to recruit safely, confidently and in line with statutory guidance, regulation and standards.

We provide tailored support for leaders, managers and HR teams across a wide range of children's residential services.

Our consultancy services include:

- Full review of safer recruitment processes and documentation
- Training and guidance on regulatory safer recruitment requirements
- Support with application shortlisting and interview frameworks
- Creation of competency-based interview questions aligned to role requirements
- Checks and compliance oversight (DBS, referencing, employment history, verification processes)
- Guidance on assessing suitability, risk and safeguarding considerations
- Support with onboarding pathways, including induction plans, mandatory training and compliance documentation
- Quality assurance checks to ensure recruitment and HR files meet inspection standards

Our consultants—experienced in regulatory frameworks and frontline operational practice—provide practical, high-quality oversight that strengthens recruitment decisions and reduces organisational risk.

This consultancy helps organisations to:

- Achieve safer recruitment compliance across all settings
- Improve quality, consistency and rigour in hiring processes
- Strengthen safeguarding decision-making
- Reduce delays, errors and non-compliance in staff onboarding
- Prepare for inspection scrutiny of staff files and recruitment practices

Flexible packages are available, ranging from one-off reviews to ongoing consultancy support tailored to your organisation's needs.