Hiring for Safety: Background Checks, Reference Calls, and Screening Protocols Stats and Facts

FACTS

- Hiring decisions are a critical component of child safeguarding.
- Most safeguarding failures involve missed or ignored warning signs.
- Reference checks often reveal behaviour patterns not captured in interviews.
- Consistent screening processes reduce organizational risk.
- Due diligence protects both children and employers.

STATS

- Safeguarding reviews consistently identify hiring and screening failures as contributing factors in incidents.
- Organizations using structured hiring protocols report fewer boundary violations.
- Background checks alone do not identify most workplace behaviour risks.
- Multi-layer screening significantly reduces the likelihood of unsafe hires.
- The U.S. Equal Employment Opportunity Commission received over 73,000 workplace discrimination and misconduct charges in 2022, many involving hiring and supervision practices.
- In Canada, child welfare agencies investigate over 200,000 maltreatment cases annually, reinforcing the need for strict vulnerable-sector screening in childcare settings (Public Health Agency of Canada).