



# a code for international recruitment in social care

principles and practice

visit the new website [www.sccir.org.uk](http://www.sccir.org.uk)

## introduction to the code

The social care workforce in England numbers around one million workers with 95,000 born outside the UK. The sector will continue to rely on recruitment of overseas workers to make sure that social care services can continue to provide essential support for children and adults in need throughout England.

Experience has shown that there is a need for clear guidance about the ethical and practical issues which arise from overseas recruitment.

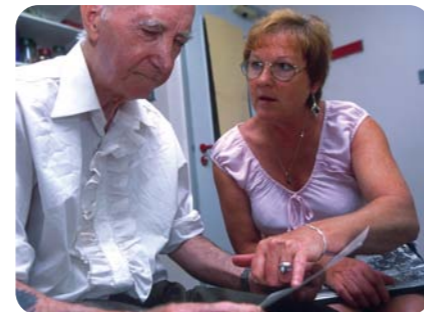
The Code for International Recruitment in Social Care provides:

- guidance for employers about arrangements for recruitment, induction and training
- support for those joining the social care workforce from overseas.

By providing information in advance, workers will be able to make informed decisions about employment in England and identify the support they will need from employers to practice effectively and safely.

This Code is one of a number of similar codes, for example the Department of Health Code of Practice for Healthcare professionals and the Department for Education and Skills protocol on the recruitment of Commonwealth teachers.

Social care employers have been closely involved in the development of this Code which has been endorsed by stakeholders across the social care sector.



## principles of good practice

- 1 International recruitment is a sound and legitimate contribution to the development of the registered and unregistered social care workforce.
- 2 International recruitment campaigns will only be conducted in countries where social care staff are in plentiful supply.
- 3 Employers will respect the rights of individual applicants from other countries to improve their work and career prospects and not discriminate on the grounds of race, nationality or ethnic origin.
- 4 International social care staff will demonstrate a level of English language proficiency consistent with safe and skilled communication with clients, carers and colleagues.
- 5 International social care staff will have a level of knowledge and proficiency equivalent to that expected of an individual trained and recruited in the UK by the end of their induction period.
- 6 International social care staff will be made aware of and demonstrate a commitment to the standards and principles of social care as set down in the General Social Care Council's Code of Practice for social care workers.
- 7 International social care staff legally recruited from abroad to work in the UK are protected by relevant UK employment law in the same way as other employees and will be made aware of their rights.
- 8 International social care staff will have the same support and access to relevant education and training and continuing professional development as all other employees.
- 9 International social care staff will undergo and satisfy the employer's occupational health assessment prior to leaving their country of origin and commencing employment.
- 10 International social care staff will undergo the most comprehensive criminal record checks in their country of origin, as that country is able to provide before departure. In the UK they will comply with any checks required by UK legislation and regulation as with any other employees.
- 11 All international social care staff will supply evidence of their right to work in the UK or have a valid work permit before entry to the UK.
- 12 International social care staff will receive appropriate information, support and induction to enable them to settle in and operate effectively in the role to which they have been recruited.

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## guidance on good practice in international recruitment

A web-based resource, hosted by the Social Care Institute for Excellence, is being created to provide sources of information and guidance on good practice for the social care sector.

Currently the site offers practical guidance on what employers will do to meet the principles within the code and offers links to other key information sites. Over the coming months we aim to build on this information with case studies of good practice and other contributions from employers in social care.

### next steps

This is a voluntary Code of Practice but organisations are welcome to demonstrate their commitment to this by completing the form provided in the website.



### endorsements

Department of Health  
Department for Education and Skills  
Improvement & Development Agency  
Local Government Association  
Association of Directors of Social Services  
Social Care Institute for Excellence  
Commission for Social Care Inspection  
General Social Care Council



department for  
**education and skills**



Leaders in social care 



social care  
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