

WOMENS AID DOMESTIC ABUSE CHARITY

CASE STUDY:

Overview

RSR recently worked with a Domestic Abuse Charity that is one of the largest DA organisations in Nottingham and the UK. They work with women, children, and teens who have been affected by domestic abuse in Ashfield, Broxtowe, Gedling, Nottingham City, and Rushcliffe and empower women, children and teenagers to live free from the cycle of violence.

Challenge

This Domestic Abuse Charity had a number of charity critical roles to fill. The posts were open to women only under the Equality Act 2010, schedule 9, part 1. Candidates were needed either on a TTP or FTC basis and needed an enhanced DBS, sound knowledge around domestic abuse and domestic violence support, safeguarding, risk assessing and confidence liaising with internal services and external key agencies including the Police, CPS, Mental Health services and Children's and Adult Social Care to ensure a coordinated response to survivors.

CASE STUDY

Solution

RSR created a specific advertising campaign, made a search of RSR's vast database of candidates and undertook extensive candidate searches on CV search platforms covering all vacancies, focussing on the target needs of the business. Drawing upon the information gained, the account manager and a dedicated team of resourcers, RSR identified potential candidates with the most relevant skills, vetting and experience. CV's were submitted and candidates were prepared for a recruitment process set in 2 parts, 1 x 1hr competency-based interview with hiring managers and 1 x 1hr computer-based assessment of risk assessing/safeguarding and basic IT skills.

Successful candidates were onboarded on a TTP basis through RSR: 2 references (one of which needing to include current or the most recent employment), an enhanced DBS, Right to Work, ID checks completed with all compliance documents confirmed. This thorough approach ensured that only the most suitable candidates were introduced to the charity and that all recruitment/vetting processes were adhered to and once cleared, the successful candidates were able to begin their roles.

CASE STUDY

Conclusion

The joined-up approach to recruitment allowed for speedy recruitment and a trusted onboarding solution adhering to all of the client's compliance requirements – taking the pressure off a very busy HR and recruitment team.

The online timesheet system and electronic signoff allowed for easy timesheet management. Candidates not only had a dedicated consultant for queries but also a direct Payroll contact for any queries in relation to pay or holidays.

RSR worked seamlessly within the charity's HR and recruitment team to provide candidates quickly and efficiently. RSR's thorough onboarding and compliance checks and vetting allowed them to have complete confidence to recruit to these critical roles working with the most vulnerable in society.