

**CORPORATE PARENTING  
ADVISORY COMMITTEE**

**22 January 2023**

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**REPORT OF THE DIRECTOR, CHILDRENS SERVICES**

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**GUARANTEED INTERVIEW SCHEME FOR CARE LEAVERS**

**Reason for this Report**

1. To inform the Committee about the Council's proposed Guaranteed Interview Scheme for our care leavers in Cardiff.

**Background**

**Proposal**

2. As part of the Corporate Parenting Operational Plan, there is a proposal to implement a guaranteed interview scheme for young people who have left care, when they apply for job vacancies within Cardiff Council.
3. The scheme would only be applicable for jobs whereby Cardiff Council has authority to whom it employs, for example, it would not include school based jobs or partnership posts.
4. Care leavers would be guaranteed an interview as long as they identify as a care leaver on their application, and in addition, that they meet the essential criteria on the person specification. This would support care leavers to secure employment within the Authority.
5. This would be implemented by the end of first quarter 24/25 or sooner if system changes can be made to accommodate this.

**Issues**

6. Some changes would be required, prior to the implementation of the scheme. All recruitment systems will need to be updated and the variety of application forms, both electronic and hard will need to be updated to confirm whether an individual is a care leaver or not.

7. Work will take place with Human Resources to clarify the appropriate wording to be used in the documentation as well as provide them with a clear definition of the term 'care leaver'.
8. The Recruitment and Selection Policy will need to be updated with the amendment, and the change will need to be communicated widely across the Council to ensure all recruiting managers are aware of the position and what it means for the shortlisting process.
9. The guaranteed interview scheme will be applicable to Cardiff Care Leavers only and there will be no minimum period for having been in care to be classed as a care leaver.
10. Consultation will need to take place with Trade Unions regarding this change to policy.
11. There are other considerations to resolve prior to the implementation of the scheme:
  - How long after leaving care will it apply?
  - Will it cover those that have previously gained employment and are looking to move elsewhere or just those that are currently not working?

### **Legal Implications**

12. There are no legal implications arising from this report.

### **Financial Implications**

13. There are no direct financial implications arising from this report.

### **RECOMMENDATION**

14. The Committee are asked to note the content of this report and the considerations for our Care Leaving Children.

**DEBORAH DRIFFIELD  
DIRECTOR, CHILDRENS SERVICES  
14 DECEMBER 2023**