



PSYCHOLOGICAL ASSESSMENT PROCESS

In accordance with the Children and Young People (Safety) Act 2017, the recruitment process requires that everyone applying to be employed within a residential facility and working with vulnerable children and young people undertake a psychological assessment process.

DCP engages external, independent psychology providers for this service.

At a given point in the recruitment process, you will be contacted directly by one of the appointed external providers to arrange two separate appointment times. The first one is for an on-line psychometric assessment and the second one for a one-to-one interview.

1. Psychometric Assessment

Psychometric assessments are **not** tests and **not** something you pass or fail. They are a way to learn about your behavioural style and the type of person you are in relation to your ability to safeguard vulnerable children and young people.

These assessments are multiple choice and there are no written tasks. The process is not looking at your maths or writing ability. Although the questions may seem unusual to you; the questionnaires were chosen because they have been well researched and are seen as a good way to find out more about people.

There is not a specific time limit for this part of the assessment process although it generally takes between two to two and a half hours to complete.

As the first part of the assessment process is done on-line, you will need access to a computer with a video camera. If you do not have one, the psychology provider will provide you with suggestions on how you might access one. You will be provided with detailed information on how to easily access and complete this part of the assessment process and, if required, provided with appropriate assistance to do so

The outcome of the full assessment process is not based on the on-line assessment results alone. If you are having issues with understanding what is being asked, or are unable to complete the psychometrics due to reading or writing difficulties, you can let the psychologist staff know. They will do their best to assist you through the process. In cases where questionnaires are not undertaken or not valid, the Psychologist will rely on the information they gain from the one-to-one interview.

2. Interview

In this part of the assessment process you will have a one-to-one (either on-line or face to face depending on your location) in-depth discussion with a psychologist. This discussion generally takes between one to one and a half hours. If you have a preference, you can request either a male or a female Psychologist to make you feel as comfortable as possible. . You will be asked questions about your approach to work and problem solving and more personal things; such as your family



background, your education, your mental health and your relationships, amongst other topics. There are no right or wrong answers to these questions, it is just a chance for you to tell your story about your background.

It may feel uncomfortable to talk to a complete stranger about your background and personal history though the Psychologists are carefully chosen, well trained (including in cultural sensitivity) and aware that many people have gone through lots of significant events in their lives. The Psychologists will only ask questions that are relevant to the task of finding out whether someone is psychologically suitable to care for vulnerable young people.

The content of this discussion is confidential. DCP *does not* receive any of the information from your one-to-one interview. DCP receives a statement of outcome from the assessment process: “*Currently Suitable*” or “*Currently Not Suitable*” to provide care to vulnerable young people.

The psychologists conducting these interviews have undertaken appropriate cultural awareness training and will be sensitive to your cultural background and experiences.

3. Outcome

On completion of the assessment process, the psychologist will provide the department with a Statement of Outcome. You will be advised of this outcome by email.

If the outcome is “*Currently Not Suitable*”, you can contact the Psychology firm to arrange to obtain feedback.

Any candidate found “*Currently Not Suitable*” would have access to verbal feedback on the reasons for this outcome. The independent psychology provider may insist that you have a professional support person present when receiving this feedback.

Should the outcome be ‘currently not suitable,’ the decision will remain valid for 12 months, after this time period you can re-apply to go through the process.