

In your reflective activity, you should have covered all of these points:

- Telling Mary that she cannot start work until you have received her PVG (Protecting Vulnerable Groups) record was the right thing to do.
- As a social service manager you know you have a duty to make sure people are suitable to enter the workforce. The SSSC Code of Practice for Social Service Employers states you should check criminal records and other relevant registers before confirming appointments.
- You understand how the PVG scheme works. You recognise the importance of the scheme and the protection it gives to vulnerable groups. You know that you cannot risk employing someone who may be barred from working with people using services due to a history of harmful behaviour. You know it is illegal for a person to undertake regulated work (eg being in sole charge of vulnerable adults, or providing assistance related to physical wellbeing) if they are barred from doing so.
- An effective manager plans for and has a system in place to deal with staff shortages. You recognise the importance of this for the maintenance and development of your service and the continuity of care provided.