

# HOST RECRUITMENT:

## Innovation & Overcoming Challenges

Jared & Helen Hodgson

safe homes for survivors of slavery



# ABOUT US

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Hosting scheme specifically for survivors of modern slavery and human trafficking.

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Train and support hosts and work in partnership with external agencies who support our guests.

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Guests include asylum seekers, refugees, EU citizens.

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7 trustees & 4 staff on the team.

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Over 60 hosts trained since January 2018.

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11 New Hosts & 8 in training this year

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# HOST RECRUITMENT

Remote  
working

Building  
confidence  
to host

Insurance /  
Council tax

Explore  
Hosting  
zooms

In person  
events

Marketing

# HOST RECRUITMENT PROCESS

Phone  
conversation  
/ first contact

Application  
form

Home visit &  
checks

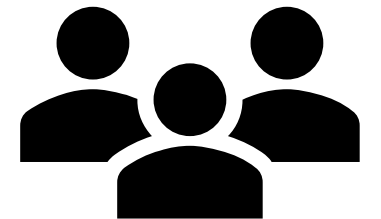
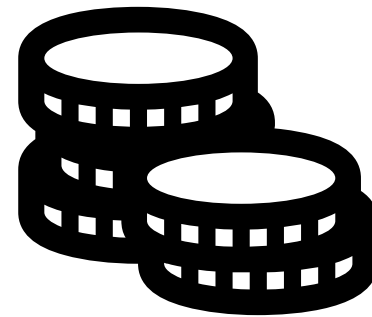
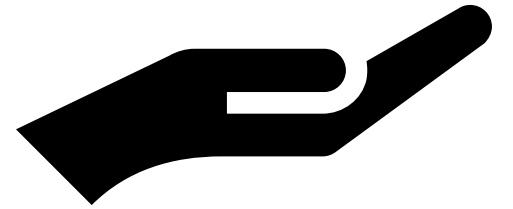
Training  
sessions

References &  
DBS checks

Ready to  
host😊

# HOST TRAINING & SUPPORT

- Remote training.
- Host allowance.
- Extensive hosts handbook.
- Creating community – why?
- Supervisions.
- Weekly or more contact.
- Peer support / host buddies.
- Self care.
- Debrief after a placement.



# BOUNDARIES / SAFEGUARDING / RISK

Host training

DBS checks

Referral form  
information

Matching  
process

Detailed risk  
assessment  
process for every  
placement.

Guest  
Agreements

Regular contact  
with hosts

Host  
Safeguarding  
Flowchart

# PARTNERSHIPS



## Pros

- Professional, specialist casework for guests.
- Casework vital to be separated out from hosts and also needed for move on plan.
- SLA's in place with all key agencies.
- Placement confirmation document outlining our role and support worker's role.
- Working with other agencies means greater capacity for both agencies.

## Cons

- Can't guarantee quality of casework or referrals.
- High turnover of casework staff in some organisations.
- Sometimes have to adapt to fit with processes of partners.



**HOSTING  
HEROES!**





# KEY CHALLENGES & SUCCESSES

## Successes



- Remote working.
- Host Recruitment adapted.
- Successful placements.
- Reputation with agencies.
- Staff recruitment and team building.

## Challenges



- Pandemic.
- Board confidence.
- Lack of hosts in certain locations or hosts for men.
- Inappropriate referrals
- Legislation changes & application.
- Home Office.