

Recruiting for mindset

6 tips for finding the right team member

Educators and staff in children's education and care services are important role models and require a unique set of skills, qualities, and qualifications. Recognising the importance of mindset, skills and attitudes during recruitment will support you to meet your obligations under the *Disability Discrimination Act 1992* (DDA).

Know

You have obligations under the DDA.

The DDA makes it unlawful to discriminate against a person because of their disability in many areas of public life, including accessing and participating in children's education and care services.

Your team's mindset, skills and attitudes should align to your service's commitment to inclusive practice.

The ability to reflect on practice, consider alternatives and a commitment to respecting and valuing diversity are qualities that will support successful access and participation in your service.

Think

What interview questions would help you to better understand someone's mindset, skills and attitudes?

Give applicants the opportunity to demonstrate their view of disability, their understanding of inclusion and their commitment to promoting access and participation for children or others with disability. Ask for examples that show changes in understanding or practice and demonstrate a growth mindset.

What messages might be unintentionally conveyed to applicants by the language you use?

Think carefully about this when developing advertisements, position descriptions and interview questions. Consider whether there are any messages that limit the expectations of children with disability that might be unintentionally communicated.

Do

Review your advertisements and position descriptions.

Reflect on your current recruitment process including the types of mindsets, skills and attitudes you want in your team. Consider asking a person outside of your service to provide feedback on the attributes and skills they think you are looking for based on your recruitment documents.

Seek out diversity.

It can be tempting to recruit someone who thinks the same way you do, however diversity in thinking creates an environment where multiple perspectives work together to improve outcomes for children.



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Fairness

Equity

Inclusion