



Safer Recruitment Policy

Sports Focus Coaching Ltd uses safe recruitment practices to ensure that all people working with the children in our care are safe and qualified to do so. When recruiting paid staff or volunteers we will follow the procedures set out below.

Advertising the vacancy

We will advertise all vacancies, and any job advertisements will include a statement about our commitment to safeguarding children.

Initial enquiry

Upon enquiring about a vacancy, we will send potential candidates:

- a job description
- an application form
- a copy of the Club's **Safeguarding Children** policy.

Interview procedure

We will notify all candidates selected for an interview by letter. All candidates will be asked to bring to the following items to the interview:

- proof of identity, eg passport, driving licence or birth certificate
- proof of address, eg recent utility bill (not mobile phone) or bank statement
- proof of qualifications, ie the relevant certificates: for non-British nationals, proof of the right to work in the UK (as required by the Asylum and Immigration Act)

The interview will be conducted by at least two interviewers. All candidates will be asked the same set of questions. We will then ask additional questions about any other issues that arise from their application form. For example, the interviewers will follow up on any gaps in the candidate's employment history rigorously and ensure that they are satisfied with the explanation given, undertaking additional checks if necessary.

When we have interviewed and observed all candidates, we will make our final selection.



Appointing a new member of staff

When we have selected the successful candidate, we will make him or her an offer, which will clearly state that it is subject to the receipt of suitable references and full sight of a satisfactory enhanced DBS certificate contact referees for a reference, including asking them if they have any child protection concerns about the candidate. We will also initiate an enhanced DBS check for the candidate, or if the candidate is subscribed to the DBS Update Service, review their current DBS certificate and check their status online. We will also notify any unsuccessful interviewees.

We will also take photocopies of the new member of staff's qualification certificates and proof of identity and keep these on file.

When a new member of staff starts work at Sports Focus Coaching Ltd we will give him or her our terms and conditions, and get them to sign their contract. A copy of their contract will be kept on file with all our Club policies, and ensure that they sign a policy confirmation form to confirm that they have read and understood them. The signed form will be kept on file.

We will conduct a full induction and orientation programme with all new members of staff.

DBS checks

We will obtain enhanced DBS disclosures for all staff, students and volunteers who will work unsupervised with the children on a regular basis, or who have access to children's information. If candidates have subscribed to the DBS Update Service we will carefully review their current DBS certificate and then check their status online. If there has been a change in their status since their last DBS certificate was issued we will obtain a new DBS disclosure for them.

New staff will only be allowed to work *unsupervised* with children when we have had full sight of a satisfactory DBS certificate for them.

Enhanced DBS Disclosures and Staff Suitability Assessments

Where information is disclosed on an Enhanced DBS Certificate, Sports Focus Coaching will undertake an individual suitability assessment before the individual is permitted to work within the setting.

The assessment will consider:

- The nature and seriousness of the offence(s).
- Whether the offence(s) are relevant to the role being undertaken.
- The age of the offence(s) and time elapsed since the incident(s).
- Any pattern of offending behaviour.
- Evidence of rehabilitation and subsequent conduct.
- References, employment history and professional conduct.
- Any safeguarding implications relating to children, families or vulnerable individuals.



A suitability decision will be made by a senior manager and documented accordingly.

Where an individual is deemed suitable to work within the organisation, additional control measures may be implemented where necessary. These may include enhanced supervision, restrictions on certain duties, probationary monitoring, safeguarding supervision meetings or other proportionate safeguards.

Sports Focus Coaching is committed to making fair and lawful recruitment decisions whilst maintaining the safety and welfare of children as its highest priority.

Information disclosed through the DBS process will be handled confidentially and in accordance with data protection legislation and DBS Code of Practice requirements.

Disqualification

The Club will not employ staff or volunteers who have been convicted of an offence or have been subject to an order that disqualifies them from registration under regulations made under section 75 of the Childcare Act 2006. If a member of staff becomes disqualified we will terminate their employment.

Immigration status

The management is aware of Asylum and Immigration Act requirements and will check the ability of all new starters to work in the UK. Candidates are expected to provide documents confirming their status, usually a driving licence, passport, and NI number.

Safer Recruitment Policy:

Updated September 2026 Next Review September 2027