



## **Safer Recruitment Policy**

Deal and Betteshanger RFC recognise that children are entitled to participate in rugby union activities in a safe and welcoming environment. Safe recruitment procedures will enable clubs or Constituent Bodies (CBs) to reduce the risk of abuse to children. When recruiting employees or volunteers to the Children's Workforce all reasonable steps should be taken to ensure only suitable people are selected. Regulation 21, on the following page, sets out in detail the requirements the RFU has for those working with children and the DBS. The RFU requires any individual engaged in Regulated Activity to undertake a DBS check through their club (using the online e-application system) in order to work with children. Depending on the nature of the role and the level of supervision the RFU will require either Enhanced or Enhanced with barred list checks. Further information about the DBS and the e-application system is available on the RFU website. The people who work in every rugby club are the most important asset a club has. A good recruitment process is essential to ensure the best people are chosen for the roles they undertake. These must be people who are suited to working with children and young people and who are less likely to harm children, intentionally or accidentally. A club which has good recruitment, induction and supervision processes shows those working there the value which is put on children's safety and wellbeing. Official checks and vetting procedures are on their own, not enough to protect children. They are only part of a wider set of practices and an organisational culture which supports safe practice.

**Deal and Betteshanger RFC follow the RFU code of practice for the recruitment and retention of volunteers. Please refer to the Recruitment and Retention of Volunteers policy.**

"Paid and volunteer staff need to be aware of their responsibilities for safeguarding and promoting the welfare of children, how they should respond to child protection concerns and make a referral to Local Authority children's services or the police if necessary." Working Together to Safeguard Children (HM Government, 2013)

**If there are any concerns over this guidance or you have any further questions, then please see**

**Kirsty Francis - Club Safeguarding Officer**

**Matt Curd – Club Chairman**