



Safe Recruitment Policy

All employees and volunteers, regardless of role, or whether internal and external will be subject to the following:

1. All employees or volunteers must complete a recruitment form from club, which has detailed references and job or education history.
2. Employees and volunteers must all have a valid DBS check, which is specific to the club in place. This includes reception staff and club judges.
3. All employees or volunteers must be prepared to work an induction period with either a senior coach or a Coach with responsibility. Only when this mentor sees fit will they be allowed access to the club subsidy for qualifications.
4. All volunteers or coaches must be able to demonstrate willingness to embark upon a suitable gymnastics qualification for their classes.
5. All volunteers and employees must complete a face-to-face safeguarding course, (online classrooms are acceptable). Any volunteers or employees who move to Level two must also complete a Positive Coaching qualification.