



PYRFORD CRICKET CLUB RECRUITMENT AND SELECTION OF PEOPLE WORKING WITH CHILDREN POLICY

Pyrford Cricket Club has adopted SAFE HANDS – **THE ENGLAND AND WALES CRICKET BOARD POLICY FOR THE WELFARE OF CHILDREN AND YOUNG PEOPLE IN CRICKET**

(A Child or Young Person is anyone under the age of 18 engaged in any Surrey cricket activity)

This document sets out the Club's volunteer recruitment policy. Its aim is to ensure that only appropriate adults work with young people at the Club.

Pyrford Cricket Club will ensure good recruitment procedures by:

- ✚ Considering the individuals appropriateness for the role
- ✚ All new applicants for a post involving regular, unsupervised access to young people must be willing and able to supply the names of at least two people (not relatives) willing to provide written references that comment on the applicant's previous experience or and suitability for, working with young people.
- ✚ Obtaining the individual's signed permission to enable the club to request a Disclosure & Barring Service (DBS) check for the individual. (A vetting procedure is very important in determining if someone is suitable to work with children. The DBS process should only be used when a person is appointed to a post within Surrey and that post, by reference to the job, will bring the person into regular direct, personal and possibly individual contact with children. If the applicant is from outside the UK, or has lived outside the UK within the last five years, then alternative vetting procedures may be required. Further information can be obtained from the County Welfare Officer for Surrey. If the applicant claims to already have an English Cricket Board DBS the club should ask the County Welfare Officer to verify this
- ✚ Setting a probationary period (6 months for staff or long term volunteers)
- ✚ Interviewing the individual either formally or informally
- ✚ Assessing the individual's experience of working with children or young people and knowledge of child protection issues.
- ✚ Assessing the individual's commitment to promoting good practice.
- ✚ Ensuring that all new recruits go through an induction process as soon as possible so that they are familiar with the club's policies and procedures and responsibilities for the post.
- ✚ Ensuring that all new recruits are familiar with Pyrford CC Child Protection Policies, Guidelines and Procedures including:

- Child Protection Policy
 - Inclusion & Diversity Policy
 - Relevant other Policies
 - Codes of conduct for coaches / participants and guests
 - Relevant Best Practice Guidelines
 - Reporting Procedures
- ✚ Ensuring that all new recruits have either recently undertaken adequate training in safeguarding, first aid and equity in sport or now do so as soon as possible and no later than six months after taking up their post.
- ✚ The Club has the right to refuse help from a Volunteer who declines to take a DBS check or sign the Club's Code of conduct for coaches, club officials and volunteers.

Umpires and Scorers

The club will ensure good recruitment procedures when recruiting Umpires and Scorers to work with Children or Young People by: –

- Confirm that they will agree to abide by the club's Code of Conduct for Members and Guests whilst umpiring / scoring
- Will be under the supervision of a DBS checked coach

Overseas Criminal Records Check

The club recognises that checks will need to be undertaken on post holders regardless of their nationality.

The club understands that different Countries have varying methods of providing background checks and that no all Countries are able to provide this service.

The club will adopt and implement the ECB's requirements for vetting and appointment of overseas applicants who are to have a role in cricket that would normally require vetting whilst in the UK.