



## **DURSLEY RUGBY FOOTBALL CLUB LTD**

# **RECRUITMENT POLICY**

1. Dursley Rugby Club should be a safe, friendly and welcoming environment where all staff and volunteers involved with children should be suitable to work with them.
2. The success of the club depends on individuals who are willing to give of their time to support the activities. Whilst it is important that people are welcomed and encouraged to get involved, all reasonable steps will be taken to prevent anyone who may pose a threat to children from working with them.
3. If a volunteer is unknown to anyone at the club, then consideration will be given to seeking a verbal or written reference. If any aspect of a reference raises concerns the CSO will inform the Constituent Body Safeguarding Team so a full and objective risk assessment can be undertaken.
4. Job descriptions will be written for all roles
5. Volunteers who are in a Regulated Activity (see RFU regulation 21) with children will be required to complete a Disclosure and Barring application. A detailed explanation of the application process is contained in the guidance which may be found on the RFU website.
6. DRFC will regularly risk assess review their volunteers to identify those who are working in Regulated Activity and therefore eligible for a DBS certificate.
7. If after a DBS has been completed and a volunteer cleared there is a subsequent Notification of an arrest, the Club Safeguarding Officer will seek advice from the Constituent Body Safeguarding Team, who will liaise with the police accordingly
8. All members of the children's workforce will be made aware of the identity of club officials, in particular the Club Safeguarding Officer (CSO), club policies and procedures and any personal training needs identified.