



Recruitment Policy

In accordance with **Clubmark** requirements and **ECB 'Safe Hands' Policy**, the Club recognises the need for a robust **Recruitment Policy**.

The Club regularly identifies, and advertises among Club members and Parents of juniors, the need to recruit volunteers to contribute to the ongoing development of both junior and senior sections of the club.

The Club follows ECB recommendations as to which roles require DBS checks.

The Club is mindful of the fact that TOO demanding a procedure is likely to result in volunteers changing their minds, and the committee reserves the right to decide on the level of 'interview' and 'references' it chooses dependent on its existing knowledge of the potential volunteer.

Therefore, a long-standing player or parent will be recruited in a different way than a complete stranger.

In either case, the Club recognises that Child Welfare is paramount, and will act accordingly.

The Recruitment Policy identifies the following procedure;

1. Advertise the roles needing recruits.
2. Identify individuals to fill these roles.
3. Confirm their suitability for the role.
4. Explain the remit and limitations of each role.
5. DBS as required.
6. Organise course attendance as required.
7. Ensure a mentor or overseer, certainly initially.

If the volunteer is unknown to the club, the following extra steps will be added.

1. Explain the process and why!!!!
2. Establish previous experience.
3. Identify previous club and reason for the move.
4. Contact previous club for reference.
5. Monitor progress.

Any other steps will be taken as seen fit by Child Welfare Officer or Committee.



BENWELL HILL
CRICKET CLUB

