



Chasing Sport

Safe Recruitment Policy

Safer Recruitment

Chasing Sport is committed to implementing a robust recruitment process alongside its Child Protection/Safeguarding Policy in order to reduce the risk of abuse to young people by staff or volunteers. These safer recruitment processes are in line with NSPCC safer recruitment guidance. We recognise the importance of conducting thorough recruitment processes to identify individuals who are suitable for the role they are being considered for, and suitable for working with children.

- All applicants will be required to complete a standard application form. This requires information regarding:
 - References/previous employment
 - Right to work
 - Declaration of criminal record
 - Declaration of right to enter into work with regulated children
- A thorough background check will be conducted for all potential employees and volunteers. This includes:
 - Identity verification
 - Right to work verification
 - Employment history verification/reference checks
 - Enhanced DBS check
- All relevant job descriptions shall highlight safeguarding responsibilities.
- Where possible, applicants with existing safeguarding experience will be considered over those without it.
- Interviews for prospective employees shall include questions which give the interviewee the opportunity to demonstrate safeguarding competencies.
- All potential employees/volunteers must receive an Enhanced DBS certificate before commencing work with children with Chasing Sport. If an employee does not already have a valid DBS, Chasing Sport will fund one.
- All employment contracts shall include a statement about commitment to safeguarding.

Following the appointment of new staff / volunteers, it should be clearly stated in any contract of employment or volunteering agreement that, should an individual staff member or volunteer be involved in child protection or other safeguarding procedures or police investigations in relation to their own family, they must inform their manager / employer. In these circumstances it is always necessary for Chaising Sport to assess whether there is any potential for risk to transfer to the workplace and the individual's work with children.

Signed:

William Chaisty

Louie Chaisty

Position:

Director / Designated Safeguarding Lead

Date:

03/07/2026