

## **NWG Safe Recruitment Policy**

This Safe Recruitment Policy outlines our commitment to recruiting and selecting staff and volunteers in a manner that promotes safeguarding and protects children and young people. This policy aligns with British Gymnastics guidance and relevant safeguarding legislation and should be read in conjunction with our Safeguarding Policy.

### **1. Policy Statement**

- We are committed to recruiting staff and volunteers who are suitable to work with children and young people.
- Safeguarding considerations form part of our recruitment and selection processes.

### **2. Recruitment Principles**

We will:

- define clear role descriptions and responsibilities;
- assess suitability for working with children;
- conduct appropriate background checks where required;
- obtain references as appropriate to the role.

### **3. Checks & Verification**

- Appropriate identity verification and eligibility checks will be undertaken.
- Disclosure and Barring Service (DBS) checks will be carried out where legally required.
- Qualifications and relevant registrations will be verified.

### **4. Induction & Training**

- Staff and volunteers will receive appropriate safeguarding information and guidance.
- Ongoing training and development will be encouraged.

## **5. Monitoring & Review**

- Recruitment procedures will be reviewed periodically to ensure they remain robust and aligned with safeguarding standards.