



Sherburn Community Gymnastics Club

Safe Recruitment Policy

Sherburn Community Gymnastics Club recognizes that its coaches and volunteers are committed, dedicated individuals who work within the club for commendable reasons. However, all reasonable steps must be taken to ensure that unsuitable individuals, or individuals with inappropriate motivation, are prevented from working with children. For this reason Sherburn Community Gymnastics Club fully adheres to the British Gymnastics Child Protection Policy on Safer Recruitment. A Copy of which is available on the British Gymnastics Website.

All potential coaches and volunteers will be required to produce the following:

- Name, address and telephone number
- National Insurance Number
- Contact details of at least 2 referees
- For Coaches - Evidence of qualifications
- Appropriate evidence to enable a full DBS to be completed

In addition to this candidate will be expected to submit an application form and attend an informal interview. If successful the candidate will be informed in writing. This letter will include a job profile and a code of conduct. The individual will be required to sign this and return it to the head coach.

The individual will also be expected to attend a British Gymnastics session on Child Protection if they have not already done so.

All volunteers, helpers and coaches will be required to sign an agreement to abide by the club's policies and Code of Conduct. Failure to adhere to these will result in disciplinary action which is outlined in the Club's disciplinary policy.

All Sherburn Community Gymnastics Club coaches and helpers will undergo a probationary period the length of which will be provided in writing upon appointment.

The head coach will continue to monitor standards of coaching and identify any training needs and plan development opportunities on an individual basis.