



SAFE RECRUITMENT POLICY

DUNFERMLINE TENNIS & BRIDGE CLUB

SAFE RECRUITMENT POLICY

PURPOSE AND SCOPE

Dunfermline Tennis & Bridge Club is committed to safeguarding children (anyone under 18) and adults at risk. Dunfermline Tennis & Bridge Club complies with National Safe Recruitment Procedures and relevant legislation to ensure a consistent and thorough recruitment process. Dunfermline Tennis & Bridge Club conducts criminal record checks (such as Disclosure and Barring Service (DBS) checks, Protecting Vulnerable Groups (PVG) scheme checks or similar) on applicable positions as part of this process.

The aim of the Safe Recruitment policy is to help deter people who might abuse children or adults at risk from applying for paid or voluntary roles where they will have access to those vulnerable groups.

Individuals involved in the recruitment and selection of staff, coaches and volunteers are responsible for familiarising themselves with and complying with the provisions of this policy.

This Policy shall be applied consistently in relation to all staff, coaches and volunteers regardless of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity status, race, religion or belief, sex, or sexual orientation.

This policy applies to all staff, coaches, volunteers, players, parents/carers and any other individuals associated with Dunfermline Tennis & Bridge Club

RECRUITMENT PROCESS

If a role involves working with children (anyone under 16) or adults at risk, the role requirements will be carefully reviewed to determine whether a PVG scheme check is required.

We will advertise for any vacant positions and any adverts and/or job descriptions will refer to any requirements to complete the appropriate PVG scheme check.

All applicants are required to complete a standard application process to ensure they have all the information they need about our organisation, including the advertised role and to ensure we can assess their suitability for the role. This process will provide us with essential information such as employment history (either paid or voluntary), further education background, academic or vocational qualifications.

During the application process, applicants are asked to confidentially self-disclose any unspent criminal offences or child protection investigations. If the role requires an enhanced PVG scheme check, we will also ask applicants to disclose any unprotected spent offences. Where the information raises a safeguarding concern, details will be shared with the LTA Safeguarding Team.

We will take reasonable steps to confirm the applicant's suitability for the role, including; verifying qualifications and professional memberships, assessing skills and relevant experience. All applicants will be asked to provide an explanation for any significant gaps or repeated changes in employment history where no reasons have been provided on their application. We may also ask interview questions which are designed to allow candidates to demonstrate the attitudes and values that people working with children need to have.

Applicants will be asked to provide contact details of people willing to act as a referee during the application process. Referees should include someone who can comment on the applicant's previous work with children (where possible). References are normally sought after a conditional

offer of employment or engagement has been made, however there may be occasions when we ask applicants for their consent to contact a referee before an offer of employment or engagement has been made. All conditional offers of employment or engagement are subject satisfactory completion of all vetting processes including references.

Dunfermline Tennis & Bridge Club provides an induction programme for all new staff, coaches and volunteers which includes our safeguarding policies and procedures. As part of the induction process, all staff, coaches and volunteers are required to complete an initial probationary period to ensure that their conduct, performance, behaviours and attendance meet the required standards.

PVG SCHEME CHECKS

Any individual intending to work in Regulated Activity with children, young people or adults is required to complete a PVG scheme check and Barred List check before commencement of employment or engagement and at least every three years during their employment or engagement.

Regulated activity is work that a barred person must not do. It is defined in the Protection of Vulnerable Groups (Scotland) Act 2007.

Any individual intending to work in a role which involves work with children or adults at risk but is not defined as Regulated Activity will be required to complete a PVG scheme check before commencement of employment or engagement and at least every three years during their employment or engagement. Dunfermline Tennis & Bridge Club will regularly monitor the specific nature of roles and whether they are defined as Regulated Activity.

All conditional offers of employment or engagement are subject to receipt of a satisfactory PVG scheme check completed through the LTA, and an Overseas Criminal Record check if appropriate.

In order to minimise risk, if a role is not defined as Regulated Activity but requires an Enhanced DBS check and this check takes much longer than anticipated, in exceptional circumstances where a delay in employment or engagement may cause significant operational difficulties the Chair may authorise an individual to commence their work in a supervised capacity. However, this does not apply to roles considered as working in Regulated activity.

If we are not satisfied with the outcome of any of the above checks (PVG scheme check or Overseas Criminal Record check) we may decide to withdraw a conditional offer of employment or engagement. We may also withdraw a conditional offer of employment or engagement if an applicant has failed to co-operate with this process or if the process has not been completed within reasonable timescales.

Staff, coaches and volunteers who begin performing additional duties or a different role that moves them into Regulated Activity will be asked to complete a new PVG scheme and Barred List check.

All agency workers and contractors used by the Dunfermline Tennis & Bridge Club are required to always comply with the PVG scheme and Barred List Check requirements as outlined in this Policy. If new or adverse information emerges or appropriate checks have not been made by the Agency, Dunfermline Tennis & Bridge Club will require the Agency to withdraw the temporary worker immediately. Furthermore, Dunfermline Tennis & Bridge Club will consider the implications of these Policy requirements on the provision of service agreements for all contractors, including any additional vetting requirements for those roles engaged in Regulated Activity with children, young people or adults at risk.

PVG SCHEME CHECKS REVEALING CONTENT

A PVG scheme check will disclose any spent convictions, cautions or reprimands that are not protected and been subject to filtering by the PVG. PVG scheme checks may also disclose other relevant information based on the position applied for.

The LTA will receive a notification when a PVG scheme check has revealed content (i.e. an offence); however, the LTA will not know the details of the content.

When the LTA receives a notification that a PVG scheme check has revealed content, the applicant will be asked to provide the original PVG scheme check for review. The LTA will then review the information to decide if any further information or action is required.

If the PVG scheme is not provided to the LTA for review, Dunfermline Tennis & Bridge Club may withdraw any conditional offer of employment or engagement and take appropriate steps to prevent the individual from working with children and adults at risk.

RELATED POLICIES AND PROCEDURES

This policy should be read alongside our Dunfermline Tennis & Bridge Club policies and procedures, including:

- Anti-bullying
- Code of conduct
- Diversity and inclusion
- Online safety and communication
- Photography and filming
- Use of changing rooms
- Safeguarding policy
- Safeguarding at events, activities and competitions

This policy is reviewed every three years (or earlier if there is a change in national legislation).

Chairperson: Jane Russell

Date: 01/03/2024

Welfare Officer: Carmen Sanchez

Date: 01/03/2024