



Child Safe Recruitment, Induction and Training Policy

The **Child Safe Recruitment, Induction, and Training Policy** for **South United Football Club Tamworth** establishes clear procedures for recruiting, inducting, and training volunteers to ensure that all individuals working with children are well-equipped to uphold and promote child safety.

Title	Content
Purpose	<p>This policy aims to create a safe and supportive environment for all children involved with the Club by ensuring that all personnel understand and commit to the Club's child-safe values and practices.</p> <p>By adhering to these procedures, the Club seeks to ensure that:</p> <ol style="list-style-type: none">1. All recruitment processes prioritize the safety of children and involve thorough background checks, including Working with Children Checks (WWCC).2. Inductions clearly communicate the Club's child protection policies, procedures, and expectations, ensuring that staff and volunteers understand their roles in protecting children.3. Training is ongoing and up-to-date, enabling staff and volunteers to recognize potential risks to child safety, respond appropriately to concerns, and be proactive in creating a child-safe environment.

Title	Content
Who the policy is for and what it applies to [Include the child-related roles this policy applies to]	<p>This policy applies to all individuals involved in South United Football Club Tamworth who hold child-related roles or who are in direct contact with children during the course of their involvement with the Club. These individuals include, but are not limited to:</p> <ol style="list-style-type: none"> Coaches – All individuals responsible for coaching and leading children during training, matches, and other football-related activities. Team Managers – Individuals responsible for managing the logistics and coordination of children's teams, including transport, scheduling, and communication with parents and players. Club Officials – Volunteers who oversee child-related activities or assist in managing children's teams or events. Volunteers – Any individuals who assist with child-related activities, such as event management, fundraising, and supporting children during games and training. Parents or Guardians – Those who play an active role in supporting their child's involvement in Club activities and may be required to volunteer for child-related tasks or supervision. Committee Members – Those involved in decision-making or oversight roles within the Club who have a direct or indirect influence on child-related activities and policies.
What is the process for child safe recruitment?	<p>The Child Safe Recruitment process at South United Football Club Tamworth is designed to ensure that only individuals who are fully committed to child safety and who meet the necessary requirements are selected for roles that involve direct or indirect contact with children. This process involves the following key steps:</p> <ul style="list-style-type: none"> Advertisement of roles emphasizing child safety requirements. Application and Interview process assessing commitment to child safety. Background Checks including Working with Children Check (WWCC) and reference checks. Selection based on child safety competencies and suitability. Induction and Training on child safety procedures and policies. <p>By following these steps, South United Football Club Tamworth ensures that all personnel involved in child-related roles are well-equipped to create and maintain a safe environment for children.</p>
What is involved in the induction process? [Explain the induction process and what each worker needs to complete before they can begin in the role]	<p>The Induction Process at South United Football Club Tamworth ensures that all new volunteers and coaches involved in child-related roles fully understand their responsibilities, the Club's child protection policies, and are prepared to uphold child safety standards from the outset. This process is crucial in ensuring that individuals are equipped to create a safe and supportive environment for children.</p> <ul style="list-style-type: none"> Introduction to the Club's child-safe culture and club values. Review and signing of the Child Safe Policy and Code of Conduct. Child protection training covering key safety protocols and reporting procedures. Confirmation of completed background checks, including WWCC. Ongoing support, including supervision and further training, to ensure adherence to child safety practices. <p>This induction ensures that new recruits are fully prepared to work safely and responsibly with children, upholding the highest standards of child protection at South United Football Club Tamworth.</p>

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What does training involve?	<p>1. Induction Training (Initial Training for New Workers)</p> <ul style="list-style-type: none"> • Child Protection Fundamentals: All new staff and volunteers will undergo an induction training session on child protection. This will cover: <ul style="list-style-type: none"> ○ The Club's Child Safe Policy, Code of Conduct, and the principles behind the Club's commitment to creating a safe environment for children. ○ The responsibilities of volunteers in maintaining a child-safe environment. ○ Understanding the Working with Children Check (WWCC) and other background checks. ○ Key indicators of child abuse and neglect, and how to respond to disclosures or suspicions. ○ The reporting procedure within the Club and externally to authorities. <p>2. Ongoing Child Protection Training</p> <ul style="list-style-type: none"> • Encourage annual Child Safety Refresher Courses: All members involved in child-related roles will participate in annual training or refresher courses. This ensures that they stay current on relevant laws, policies, and best practices in child safety.
Next review date	<p>This policy will be reviewed annually and after any critical incidents, to ensure continuous improvement of our child safe practices and that we keep up to date with relevant legislation and industry requirements.</p> <p>Next Review Date: 01/02/2026</p>