



Cinque Ports Rugby Football Club: commitment to Recruitment of Staff, Coaches and Volunteers

It is of vital importance that all staff, coaches and volunteers are of the highest caliber and are safe to work with children and young people. Consequently it is crucial that stringent and reasonable steps are taken to prevent people from entering the sport of Rugby Union who may pose a threat to the safety and welfare of young people.

The following recruitment principles are followed by CPRFC:-

1. ADVERTISING

If any form of advertising is used to recruit staff it will reflect:

- The responsibilities of the role
- The level of experience or qualifications required
- The RFU/RFUW stance on child protection

2. APPLICATIONS

All adults who are in contact with young people, whether paid or voluntary, will complete an application form. After a position has been offered the person must complete a CRB application form. Until the CRB certificate has been received that person must not work unsupervised.

3. TRAINING

Appropriate training will enable individuals to recognize their responsibilities with regard to their own good practice and the reporting of poor practice or concerns of possible abuse.

The RFU/RFUW strongly recommends that:

- All adults who have regular contact with or have responsibility for young people complete the RFU Safeguarding and Protecting Young People Course.
- All club welfare officers should attend the RFU Club Welfare Officer Workshops.
- All adults who have a coaching responsibility for young people attend an appropriate Coaching Course

It is vital that all staff working with young people within the sport of Rugby Union is conversant with:

- Player/centered coaching techniques
- How to work with young people safely and efficiently

4. MONITORING AND APPRAISAL

At regular intervals all professional staff will receive structured formal supervision. Volunteers should at least be given the opportunity to receive formal or informal feedback. In both instances this will enable managers and the member of staff to:

- Identify training needs
- Set new goals
- Highlight concerns about inappropriate behavior



RECRUITMENT APPLICATION FORM

SURNAME:		FIRST NAME:	
TITLE:	SEX: M/F	N/I NO:	
ADDRESS:			
POST CODE:		TEL NO:	
DATE OF BIRTH:		PLACE OF BIRTH:	
POST FOR WHICH YOU ARE APPLYING (VOLUNTARY/PART/FULL TIME):			
RELEVANT EXPERIENCE, QUALIFICATIONS AND TRAINING:			
CAREER/INVOLVEMENT IN SPORT (WITH DATES):			
SIGNATURE:		DATE:	