

Safer Recruitment Statement

Tottington St John's Cricket Club is firmly committed to creating a safe and inclusive environment for children and adults to enjoy the game. It is essential that Safer Recruitment practices are followed to ensure all staff and volunteers at TSJ Cricket Club are suitable for their role, appropriately vetted and supported by the club.

To do this we will:

- Adopt the ECB Safe Hands Policy that outlines the club's commitment to providing a safe culture and environment for everyone
- Ensure that all staff and volunteers are aware of and agree to adhere to the Safe Hands Policy
- Design an application form that collects essential information, including personal details, relevant experience, and references
- Ask for permission to conduct background checks and clearly explain the purpose of these checks
 - When you have selected a suitable candidate for the role, conduct comprehensive background checks, including a volunteer or paid ECB DBS (whichever is relevant), for all staff and volunteers working in a relevant role with children and adults
- We may also
 - Check the candidate's qualifications and experience for the role.
 - Request references to gain insights into the candidate's previous experiences and suitability for the role.
 - Check the individual is eligible to work in the UK
 - If applying for a role as a coach, or in a coaching role, and have coached at another club, check with the previous club - reason for leaving, competency, any previous safeguarding concerns