

SAFER RECRUITMENT POLICY

The purpose and scope of this policy statement

ESF Events is committed to safeguarding and promoting the welfare of all children and young people. As an employer, all ESF staff and volunteers share this commitment.

The aims of ESF safer recruitment policy sets out our organisation's commitment to:

- Ensure compliance with all relevant legislation, recommendations including the statutory guidance published by the Department for Education (DfE), Working Together to Safeguarding Children 2023, Care Inspectorate 2016 (Scotland), the appropriate National Governing Bodies (NGB), and the Disclosure and Barring Service (DBS).
- Specify what the role is and what tasks it involves.
- Request identification documents.
- As a minimum meet and chat with the applicant(s) and where possible interview people before appointing them.
- Where eligible require a DBS check.
- Identify and reject applicants who are unsuitable to work with children and young people.
- Respond to concerns about the suitability of applicants during the recruitment process.
- Ensure all new staff and volunteers participate in an induction which includes child protection and safeguarding.
- Ensure that no job applicant is treated unfairly on grounds including race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital or civil partner status, disability or age.
- Respond to concerns about the suitability of employees and volunteers once they have begun their role.

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached us to become part of ESF Events, guidance will be sought from the appropriate NGB. It is noted and accepted that the appropriate NGB will consider the relevance and significance of the information obtained via the DBS process and that all suitability decisions will be made in accordance with legislation and in the best interests of children and young people.

It is accepted that NGB's aim to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and young children and to minimise the risk of 'grooming' within youth sports.

Useful numbers:

- ESF Events Safeguarding phone: 07947 313302 (for the duration of the festival)
- ESF Events Safeguarding email: safeguarding@esfevents.co.uk
- The appropriate National Governing Body - The Football Association, Scottish Youth Football Association, England Netball, Rugby Football Union, Rugby Football League.
- The Police or Children's Social Care
- NSPCC 24 hour Helpline 0808 800 5000 or text 88858 or email help@nspcc.org.uk