



## **CHERUBS ANGELS NETBALL CLUB**

### **Volunteer Recruitment and DBS Policy**

**Version:** June 2026

**Review Date:** June 2029

#### **Purpose**

Cherubs Angels Netball Club recognises the important contribution made by volunteers, coaches, officials and committee members in creating a safe, positive and enjoyable environment for all members.

The Club is committed to recruiting and supporting suitable individuals and to following safe recruitment practices that safeguard children and adults at risk.

This policy should be read alongside the Club's Safeguarding and Child Protection Policy and relevant Wales Netball guidance.

#### **Principles**

Cherubs Angels Netball Club will:

- Promote safe and fair recruitment practices.
- Ensure volunteers are selected based on suitability for their role.
- Provide appropriate support and guidance to volunteers.
- Comply with Wales Netball safeguarding requirements.
- Maintain the welfare of children and adults at risk as the highest priority.

#### **Recruitment Process**

When recruiting volunteers, coaches or committee members, the Club will seek to:

- Clearly identify the role and responsibilities involved.
- Discuss expectations and standards of behaviour.
- Ensure individuals understand and agree to comply with Club policies and Codes of Conduct.
- Consider any relevant experience, qualifications or training.
- Provide support and induction where appropriate.

Appointments will always be made with the best interests of the Club and its members in mind.

## **Disclosure and Barring Service (DBS) Checks**

Where required by Wales Netball or legislation, individuals undertaking eligible roles involving children or adults at risk will be expected to complete an appropriate DBS check.

Examples of roles that may require a DBS check include:

- Coaches.
- Assistant coaches.
- Team managers.
- Welfare Officers.
- Individuals regularly supervising junior members.
- Other roles identified by Wales Netball safeguarding guidance.

## **Safeguarding Training**

Volunteers and coaches should complete any safeguarding training required by Wales Netball and maintain their qualifications where appropriate.

The Club will encourage ongoing learning and development for all volunteers.

## **Code of Conduct**

All volunteers are expected to:

- Act in the best interests of members.
- Promote the values of Cherubs Angels Netball Club.
- Maintain appropriate boundaries.
- Treat everyone with dignity and respect.
- Follow Club policies and Wales Netball regulations.
- Report any safeguarding concerns promptly.

## **Support for Volunteers**

Cherubs Angels Netball Club values and appreciates the contribution of volunteers and aims to:

- Provide a welcoming and supportive environment.
- Encourage open communication.
- Offer guidance and assistance where required.
- Recognise and celebrate the contribution of volunteers.

### **Concerns Regarding Volunteers**

Any concerns regarding the conduct, behaviour or suitability of a volunteer should be reported to:

#### **Senior Club Contact**

**Sarah Porter**

Safeguarding concerns should be dealt with immediately in accordance with the Club Safeguarding and Child Protection Policy and, where appropriate, referred to Wales Netball.

### **Confidentiality**

Information obtained during recruitment and DBS processes will be handled confidentially and in accordance with the Club's Privacy and Data Protection Policy.

### **Policy Review**

This policy will be reviewed every three years or sooner if required by changes to legislation, DBS requirements or Wales Netball guidance.