



SAFER RECRUITMENT POLICY

Purpose:

Safer recruitment is central to the safeguarding of children, young people and adults at risk. With a large amount of children and adults attending our events, Precision Pass are committed to following safer recruitment policies which prevent unsuitable persons from gaining access to children, young people or adults at risk at our events.

The aims of Precision Pass's safer recruitment policy are to demonstrate our organisation's commitment to:

- Complying with all relevant legislation, statutory guidance and safeguarding requirements, including Department for Education (DfE) *Working Together to Safeguard Children 2023*, Care Inspectorate (Scotland) guidance 2016, National Governing Body (NGB) regulations, and the Disclosure and Barring Service (DBS) framework.
- Clearly defining each role and its responsibilities before recruitment begins.
- Obtaining and verifying appropriate identification documentation from all applicants.
- Meeting and speaking with applicants, and where appropriate conducting formal interviews prior to appointment.
- Requiring DBS checks for all eligible roles. Precision Pass to clarify with The FA regarding DBS requirements for our various roles.
- Identifying and rejecting any applicant who may pose a risk to children or young people.
- Responding appropriately to any concerns regarding an applicant's suitability during the recruitment process.
- Ensuring all newly appointed staff and volunteers receive an induction that includes safeguarding and child protection training.
- Ensuring fair and equitable treatment for all applicants, with no discrimination on the grounds of race, colour, nationality, ethnic origin, religion or belief, sex, sexual orientation, marital/civil status, disability, or age.
- Responding promptly and appropriately to concerns about the suitability of staff or volunteers after they begin their role.

If concerns arise regarding the suitability of an individual who is already involved with Precision Pass, or who has applied to join our organisation, advice will be sought from the relevant NGB. We acknowledge that the NGB will assess the relevance and severity of any information disclosed through the DBS process and will make decisions in line with current legislation and in the best interests of children and young people.

Precision Pass recognises that the purpose of safer recruitment and NGB safeguarding processes is to prevent individuals with a history of relevant or serious offences from gaining contact with children or influencing policies and practice relating to young people. These measures protect participants from physical or sexual harm and reduce the risk of grooming within youth sport.

Contacts:

- Precision Pass contact: info@precisionpass.com
- The appropriate National Governing Body - The Football Association
- NSPCC 24 hour Helpline 0808 800 5000 or text 88858 or email help@nspcc.org.uk