

RECRUITMENT AND SELECTION OF INDIVIDUALS WORKING WITH CHILDREN

Whilst it is vital to keep the issues of Child Protection in proportion, the British Canoe Union recommends to clubs and centres that they adopt some basic procedures which will safeguard all concerned.

Abusers tend to gravitate to situations where little vetting or checking takes place. It is not possible to know who could abuse children; therefore it is important that all reasonable steps are taken by clubs to ensure unsuitable people are prevented from working with children.

It is important that standard procedures are used, whether people are paid or unpaid, part time or full time. For all volunteers, coaches and officials working in Paddlesport and associated activities who have contact with children or young people the following actions demonstrate good practice. (For Scotland and Ireland refer to your specific guidance.)

- An enhanced disclosure – CRB (Criminal Records Bureau) which should be done through the BCU. (The check is free for any volunteer). The person responsible for recruitment and selection must ask the individual to show you their returned certificate from the CRB. Whilst waiting for the CRB to be returned they should ask the individual to undertake a Self Declaration. Any concerns then contact the BCU Child Protection Officer.
- The names and address of at least two referees who are able to comment on previous work with children of a similar capacity. These should have known the applicant for at least 3 years (not relatives) and who are able to comment confidentially on the person's previous work with children and any former involvement in the sport. These references may then be taken up by the club/centre.
- The individual should be observed working with children by a suitably trained person.
- The job requirement and responsibilities of the individual should be clearly explained along with BCU and club safeguarding procedures.

Anyone who has cautions or convictions related to abuse against children will automatically be referred to the BCU Case Management Group for a risk assessment.

Child Protection is about putting in place the best possible practices and procedures, this will protect not only the child but also the adult.