



**WILTSHIRE
TENNIS**

SAFE RECRUITMENT POLICY

MAY 2024

DUE FOR REVIEW MAY 2027



PURPOSE AND SCOPE

Wiltshire Tennis is committed to safeguarding children (anyone under 18) and adults at risk. Wiltshire Tennis complies with National Safe Recruitment Procedures and relevant legislation to ensure a consistent and thorough recruitment process. Wiltshire Tennis conducts criminal record checks (such as Disclosure and Barring Service (DBS) checks, Protecting Vulnerable Groups (PVG) scheme checks or similar) on applicable positions as part of this process.

The aim of the Safe Recruitment policy is to help deter people who might abuse children or adults at risk from applying for paid or voluntary roles where they will have access to those vulnerable groups.

Individuals involved in the recruitment and selection of staff, coaches and volunteers are responsible for familiarising themselves with and complying with the provisions of this policy.

This policy shall be applied consistently in relation to all staff, coaches and volunteers regardless of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity status, race, religion or belief, sex, or sexual orientation.

This policy applies to all staff, coaches, volunteers, players, parents/carers and any other individuals associated with Wiltshire Tennis.

RECRUITMENT PROCESS

If a role involves working with children (anyone under 18) or adults at risk, the role requirements will be carefully reviewed to determine if a DBS check is required.

We will advertise for any vacant positions and any adverts and/or job descriptions will refer to any requirements to complete the appropriate DBS check.

All applicants are required to complete a standard application process to ensure they have all the information they need about our organisation, including the advertised role and to ensure we can assess their suitability for the role. This process will provide us with essential information such as employment history (either paid or voluntary), further education background, academic or vocational qualifications.

During the application process applicants are asked to confidentially self-disclose any unspent criminal offences or child protection investigations. If the role requires an enhanced DBS check, we will also ask applicants to disclose any unspent offences. Where the information raises a safeguarding concern, details will be shared with the LTA Safeguarding Team.

We will take reasonable steps to confirm the applicants' suitability for the role including: verifying qualifications and professional memberships, assessing skills and relevant experience. All applicants will be asked to provide an explanation for any significant gaps or repeated changes in employment history where no reasons have been provided on their application. We may also ask interview questions which are designed to allow candidates to demonstrate the attitudes and values that people working with children need to have.

Applicants will be asked to provide contact details of people willing to act as a referee during the application process. Referees should include someone who can comment on the applicant's previous work with children (where possible). References are normally sought after a conditional offer of employment or engagement has been made, however there may be occasions when we

ask applicants for their consent to contact a referee before an offer of employment or engagement has been made. All conditional offers of employment or engagement are subject satisfactory completion of all vetting processes including references.

Wiltshire Tennis provides an induction programme for all new staff, coaches and volunteers which includes our safeguarding policies and procedures. As part of the induction process all staff, coaches and volunteers are required to complete an initial probationary period to ensure that their conduct, performance, behaviours and attendance meet the required standards.

DBS CHECKS

Any individual intending to work in Regulated Activity with children, young people or adults are required to complete an Enhanced DBS check and Barred List check before commencement of employment or engagement and at least every 3 years during their employment or engagement.

Regulated activity is work that a barred person must not do. It is defined in the Safeguarding Vulnerable Groups Act 2006 (SVGA) which has been amended by the Protection of Freedoms Act 2012 (PoFA).

Any individual intending to work in a role which involves work with children or adults at risk but is not defined as Regulated Activity will be required to complete an Enhanced DBS check before commencement of employment or engagement and at least every 3 years during their employment or engagement. Wiltshire Tennis will regularly monitor the specific nature of roles and whether they are defined as Regulated Activity.

All conditional offers of employment or engagement are subject to receipt of a satisfactory DBS check completed through the LTA, and an Overseas Criminal Record check if appropriate.

To minimise risk, if a role is not defined as Regulated Activity but requires an Enhanced DBS check and this check takes much longer than anticipated, in exceptional circumstances where a delay in employment or engagement may cause significant operational difficulties the Chairperson may authorise an individual to commence their work in a supervised capacity. However, this does not apply to roles considered as working in Regulated activity.

If we are not satisfied with the outcome of any of the above checks (DBS check or Overseas Criminal Record check) we may decide to withdraw a conditional offer of employment or engagement. We may also withdraw a conditional offer of employment or engagement if an applicant has failed to co-operate with this process or if the process has not been completed within reasonable timescales.

Staff, coach(es) and volunteers who begin performing additional duties or a different role that moves them into Regulated Activity will be asked to complete a new Enhanced DBS and Barred List check.

All agency workers and contractors used by Wiltshire Tennis are required to always comply with the Enhanced DBS and Barred List Check requirements as outlined in this Policy. If new or adverse information emerges or appropriate checks have not been made by the Agency Wiltshire Tennis will require the Agency to withdraw the temporary worker immediately. Furthermore, Wiltshire Tennis will consider the implications of these Policy requirements on the provision of service agreements for all contractors, including any additional vetting requirements for those roles engaged in Regulated Activity with children, young people or adults at risk.

DBS CHECKS REVEALING CONTENT

A DBS check will disclose any spent convictions, cautions or reprimands that are not protected and been subject to filtering by the DBS. DBS checks may also disclose other relevant information based on the position applied for.

The LTA will receive a notification when a DBS check has revealed content (i.e. an offence); however, the LTA will not know the details of the content.

When the LTA receives a notification that a DBS check has revealed content, the applicant will be asked to provide the original DBS check for review. The LTA will then review the information to decide if any further information or action is required.

If the DBS is not provided to the LTA for review, Wiltshire Tennis may withdraw any conditional offer of employment or engagement and take appropriate steps to prevent the individual from working with children and adults at risk.

RELATED POLICIES AND PROCEDURES

This policy should be read alongside our Wiltshire Tennis policies and procedures, including:

- Anti-Bullying
- Conduct Guidelines
- Diversity and Inclusion (whist in operation)
- Online Safety and Communication
- Photography and Filming
- Use of Changing Rooms
- Safeguarding Policy
- Safeguarding at events, activities and competitions
- Equity, Diversity and Inclusion Policy (once in place).

N.B. See also Appendix, below.

This policy is reviewed every three years (or earlier if there is a change in national legislation).

Chairperson: Philip Evans

Date: 9 May 2024

County Safeguarding Officer: Liz Lewis

Date: 9 May 2024

Appendix 1 – Roles, DBS and training records

Rôles for which Wiltshire Tennis requires DBS checks approved by the LTA:

All coaches	RA (Enhanced DBS and Barred List)
County Safeguarding Officer	RA (Enhanced DBS and Barred List)
Head of Tennis	RA (Enhanced DBS and Barred List)
Administrative Officer	RA (Enhanced DBS and Barred List)
Secretary	Non RA (Enhanced DBS)
Tournament Referee	RA (Enhanced DBS and Barred List)

Other Wiltshire Tennis Officers or committee members may volunteer for an Enhanced DBS through the LTA. The Administrative Officer must be advised of, and record, the outcome.

Examples of rôles requiring sight of acceptable in-date original DBS document where not accompanied by Wiltshire Tennis staff/volunteers with RA level of DBS:

- external photographer,
- strength and conditioning coach.
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DBS and training records will be kept for:

County coaches	LTA Accreditation/+
Head of Tennis	as above
County Safeguarding Officer	Level 1 Safeguarding in Tennis Together Time to Listen other LTA validation (held by LTA)
Tournament Referee	through LTA Accreditation
Designated Photographer	desirable but voluntary
Executive Committee	Safeguarding Training for Committees (LTA)
Junior Committee	Safeguarding Training for Committees (LTA)

The Wiltshire Tennis website www.wiltshiretennis.org.uk will provide a link to the LTA's www.safetoplaytennis.co.uk partnership with Sport England which highlights the rôles of parents, players, coaches and venues.

Contacts

LTA Safeguarding Team	safeguarding@lta.org.uk
Wiltshire Tennis Administrative Officer	admin@wiltshiretennis.org.uk
County Safeguarding Officer	+44 1793 397499 safeguarding@wiltshiretennis.org.uk

