

Safer Recruitment Policy

How we make sure the right people work with your children

Document Owner	Junior Netball
Approved by	Brett Daynes (Designated Safeguarding Lead)
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Applies to	All Board members, Regional Coordinators, Head Coaches, coaches, volunteers and members of Junior Netball

Worried about a child? Contact us straight away.

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If a child is in immediate danger, call 999. To report a concern about a child to children's social care or the police, you do not need to wait for us.

Junior Netball is committed to safer recruitment practice for every coach, volunteer and Regional Coordinator, in order to prevent the employment or deployment of anyone unsuitable to work with children. This applies equally whether someone is paid, self-employed or a volunteer, and whatever their level in our structure.

Before we appoint anyone

- A written application or CV, with an explanation for any gaps in employment or coaching history.
- Proof of identity.
- A face-to-face (or video) interview, using our Interview Assessment Form, which scores a candidate on professional/technical competence, general competencies, and a dedicated safeguarding section covering their understanding of, and attitude towards, keeping children safe.
- At least two references, at least one from a role working with children or young people where possible, taken up directly by us — never provided by the candidate second-hand.
- An Enhanced DBS check with a check against the Children's Barred List, valid before the person has any unsupervised access to children.
- A self-declaration of any relevant criminal history, court orders or professional sanctions, repeated annually.
- Confirmation of any relevant coaching qualifications and their current status.

We keep a single central record for every person covered by this policy, showing the checks above and the date each was completed. The record is held securely and reviewed by the DSL.

During the interview

As part of every interview we ask direct safeguarding questions, for example about how a candidate would handle a difficult conversation with a parent, what they consider the required values are when working with young children, and how they would respond to a specific safeguarding scenario. We also ask candidates directly whether there is anything they wish to declare in light of our reference and enhanced DBS check requirements, in line with Keeping Children Safe in Education guidance on online searches and pre-employment checks for roles working with children.

Induction

Every new coach or volunteer completes an induction before working unsupervised with children, covering:

- This Safeguarding Children Policy and our Low-Level Concerns Policy.
- The relevant Code of Conduct.
- Who their Head Coach, Regional Coordinator and the DSL/Deputy DSL are, and how to report a concern.
- Our Photography, Filming & Social Media Policy and Transport & Away Activities Policy.

New coaches are not left unsupervised with children until induction and all pre-appointment checks are complete.

Ongoing checks and training

- Enhanced DBS checks are renewed at least every three years, or sooner if there is any reason for concern.
- Safeguarding training is refreshed at least every two years, delivered by a certified training provider.
- The DSL and Deputy DSL complete DSL-specific training, refreshed every two years.
- Coaches are expected to keep the DSL informed of any change in their circumstances that could affect their suitability to work with children, including any police involvement.

If a concern about suitability arises

Any concern about the suitability of an existing coach or volunteer is handled under our Safeguarding Children Policy (for a safeguarding concern) or our Low-Level Concerns Policy (for a lower-level concern about conduct or judgement). Where someone is found to pose a risk to children, we will share that information with the appropriate body — for example the Disclosure and Barring Service, children's social care or the police — and they will not continue to work or volunteer with Junior Netball.

For parents:

Every coach who works with your child at Junior Netball has an Enhanced DBS check, references, and completes regular safeguarding training. If you would like to confirm this for a specific coach, please contact us.