



Safer Recruitment Policy

Introduction

Representing a club or County within the Cricket Network brings status and respect in the community. Therefore, it is critical that Cricket does all it can to ensure that people are suitable for their roles and upholds the values and behaviours that are expected.

Principles underpinning the Policy

Safer Recruitment (Policy) aims to ensure that the recruitment and selection processes used in Cricket:

- Incorporates relevant vetting and checking procedures including a robust induction, Provides ongoing training and development.
- This policy outlines the steps the HCL will take to ensure those employed or who volunteer are safe to work with children and young people and its main purpose is to:
- Deter unsuitable people from applying and working within the game
- Attract the best possible candidates to work at HCL to create and maintain a safe workforce.

Preparing to Recruit

Planning the process

The recruitment and selection process set out in this Policy should ensure the identification of the person(s) best suited to the role, whether paid or not, based on the applicant's abilities, qualifications, experience and attitude as measured against the role profile and person specification.

Advertising

The purpose of an advertisement is to attract only the right type of person for the role. HCL will therefore consider the most appropriate ways to advertise each role.

All posts working with children and young people should be advertised, ideally internally and externally.

- Website, intranet and/or email
- Relevant job boards
- Social media
- Local schools/colleges/universities

- Local press
- Use of 3rd parties/recruitment agencies if this is deemed necessary

Safeguarding Statement

All advertisements for roles in regulated activity, paid or unpaid, must include this statement:

“HCL is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services.”

Defining the role

All roles will have an element of safeguarding responsibility, and this will be reflected in the role profile.

HCL will implement:

- Role profiles, which define whether the role will have contact with children and young people.
- Person specifications, describing the skills, experience or attributes the successful candidate needs in order to carry out the role.

Where roles are eligible, role profiles will specify the requirement for an ‘Enhanced DBS Check with a check of the relevant barred lists.

References

Two references, one of which must be from the applicant’s current/most recent employer where possible, will be requested for all shortlisted candidates (including internal candidates).

Requests for references will be accompanied by the role profile and person specification.

Referees will be asked specific questions; and HCL have a Reference Proforma to ensure all the relevant questions are answered.

Questions will relate to:

- Any specific concerns the referee might have or be aware of in regard to the applicant’s suitability to work with children
- Any substantiated allegations; Any disciplinary warnings, including time-expired warnings, relating to the safeguarding of children and Adults at Risk

- The applicant's skills, behaviours and attributes in relation to the post they have applied for

References will be shared with other panel members after the interview. References will be sought directly from the referee. Previous employers not named as referees may be contacted to clarify any anomalies or discrepancies.

The Appointing Officer will contact the referee directly to clarify any aspect of the reference. Any telephone discussion with a referee will be recorded with full notes being kept of the conversation. References will be used to check the appointment and to reinforce decisions made as part of the interview/selection process. References will be checked against information on the application form and from the interview/selection process.

Checking Applications checklist

- Application forms are fully complete
- Gaps are identified in work history
- Points of concern considered (full to part time, geographical changes, significant salary drops, change of career path)
- Information is consistent
- References include most recent employer and cover suitable timescale
- Discrepancies between application form and reference details

At least 2 people should be involved in the shortlisting process

Shortlisting

HCL will ensure that the candidates are shortlisted against the person specification and given due notice of the interview date. The Recruitment Panel are responsible for recording their reasons for the candidates they shortlist. HCL will endeavour to ensure Recruitment Panels are diverse and that there is continuity in the people involved in the recruitment process from shortlisting to interview and then selection. The line manager for the role being recruited should be involved in the entirety of the recruitment process.

Points for follow up

The Appointing Officer/Chair of the Recruitment Panel will clarify or probe any discrepancies from within the reference during the interview if appropriate. In addition, a reference may also be requested from a previous employer when a candidate worked with children.

This will only be in relation to administrative details and not used as an informal means of canvassing views as to any applicants' potential suitability for the post being applied for.

The interview and selection process

The main objective of the interview/selection process will be to:

- Determine each candidate's suitability for appointment.
- Give all candidates a fuller picture of the role.
- Select the right person for the role.

The selection process for roles working with children and young people should always include a face-to-face interview. Interviews may include additional interview techniques such as observation or exercises.

Recruitment Panel

The Recruitment Panel will consist of at least two people and reflect the needs of the role being recruited for. At least one person will be safer recruitment trained.

Equalities Legislation

HCL will comply with all relevant equalities legislation which is in force from time to time.

They will promote equality in all aspects of its work, particularly regarding all decisions on advertising of roles to diverse communities, appointing, promoting and paying staff, training and staff development. HCL will ensure that its processes are open, transparent and fair and all decisions will be objectively justified.

One member of the Recruitment Panel will act as the Appointing Officer with overall responsibility for making the final decision.

During the interview candidates will be asked appropriate questions. The process will give all candidates an equal chance to demonstrate their suitability for the role. Supplementary questions can be asked of candidates based on responses during the interview and any questions which arose from the application pack.

Each Panel member will be responsible for keeping clear, concise objective notes of the interview process which will be available to candidates should they so request afterwards.

During the interview candidates will be required to:

- Explain any gaps in employment.
- Explain satisfactorily any anomalies or discrepancies in the information available to the panel.
- Declare any information that is likely to appear on the DBS disclosure.

Any information disclosed by the candidate on their application form related to allegations, disciplinary action, cautions or convictions will be discussed during the interview.

Candidates will have the opportunity at the end of the interview process to ask questions about the job or HCL. The lead of the Panel will ensure the candidates are aware of the decision-making timescales and how decisions will be communicated.

A risk assessment should be made as part of any final recruitment decision, if necessary, delaying the decision. Where an appointment is made:

- A documented record of the decision to employ, or not to employ should be made and kept on file.
- An agreed probationary period and date of commencement of employment.
- An Induction carried out by the CSO and Line Manager.

Pre-employment checks

HCL appointments are subject to satisfactory completion of the pre-employment checks detailed below and any offer of appointment will be conditional on all successful candidates completing the following:

- Providing proof of identity.
- If eligible, completing an enhanced DBS application and receiving satisfactory clearance.
- Providing proof of professional status.
- Providing actual certificates of qualifications.
- Providing proof of eligibility to live and work in the UK.
- Successful completion of an overseas police check for any individual who within the last five years has lived or worked outside the United Kingdom, whether they are a British citizen or not

All checks will be:

- Confirmed in writing.
- Documented and retained on the personnel file.
- Followed up if they are unsatisfactory or if there are any discrepancies in the information received.

Induction and training requirements

All staff and volunteers who are new to HCL will receive a Safeguarding Induction and be informed of their Safeguarding training requirements in line with the training matrix.

Probationary periods

All new staff employees will be subject to a probationary period, and this will be confirmed in the unconditional offer of employment and the Statement of Written Particulars.

Monitoring and review

This Policy will be ratified by the Board and will be reviewed annually. The date the Policy is ratified should be recorded in the respective Board minutes.