

### Recruitment and training of coaches and volunteers

St Paul's Boxing Academy (CIO) recognises that anyone may have the potential to abuse children in some way and that all reasonable steps are taken to ensure unsuitable people are prevented from working with children. Preselection checks must include the following:

- All coaches and volunteers should complete an application form. The application form will elicit information about an applicant's past and a self disclosure about any criminal record.
- Consent should be obtained from an applicant to seek information from the Criminal Records Bureau.
- Two confidential references, including one regarding previous work with children. These references must be taken up and confirmed through telephone contact.
- Evidence of identity (passport or driving license with photo).

#### Interview and induction

All coaches and volunteers will be required to undergo an interview carried out to acceptable protocol and recommendations. All coaches and volunteers should receive an induction, during which:

- A check should be made that the application form has been completed in full (including sections on criminal records and self-disclosures).
- Their qualifications should be substantiated.
- The job requirements and responsibilities should be clarified.
- Safeguarding and child protection procedures are explained and training needs are identified.
- They should sign up to the St Paul's Boxing Academy CIO Code of Conduct and Safeguarding and Child Protection policy.

#### Training

In addition to preselection checks, the safeguarding process includes training after recruitment to help coaches and volunteers to:

- Analyse their own practice against established good practice, and to ensure their practice is not likely to result in allegations being made.
- Recognise their responsibilities and report any concerns about suspected poor practice or possible abuse.
- Respond to concerns expressed by a child or young person.
- Work safely effectively with children.

St Paul's Boxing Academy (CIO) *requires*:

- Coaches to attend a recognised 3-hour safeguarding and child protection awareness training workshop to ensure their practice is exemplary and to facilitate the development of a positive culture towards good practice and safeguarding.
- Non-coaching staff and volunteers to complete a recognised awareness training on safeguarding and child protection.
- Relevant personnel to receive advisory information outlining good practice and informing them about what to do if they have concerns about the behavior of an adult towards a young person.
- Relevant personnel to gain a national first aid training (where necessary).
- Attend update training when necessary. Information about meeting training needs can be obtained from the England Boxing, NSPCC and UK Sport.

**Guidance taken from the NSPCC Child Protection in Sport Unit (CPSU)**

Reviewed: December 2022

Next review: December 2023