



Safer Recruitment: **Deter, Reject,** **Prevent, Detect**



Deter

Making sure that people with bad intentions know your group is secure, responsible, and not a soft target, putting them off applying to work with you.

- **Include your welfare statement in role descriptions**
- **Talk about your safeguarding processes when sharing onboarding steps**
- **Celebrate your work identifying red flags and highlighting good practise**
- **Work publicly and positively with key partners in your area, such as other clubs, your LADO, and your Sports Welfare Officer**



**Sport
Birmingham**



Reject

Identifying problem people in your recruitment process, and rejecting them, or reassigning them to other roles, so they can never pose a risk of harm.

- **Utilise DBS procedures and opportunities**
- **Involve your welfare officer with your recruitment and onboarding process**
- **Consider a practical activity as part of your onboarding to assess how good someone is with your participants**
- **Have a pragmatic approach to working with people who have experience of the criminal justice system**



**Sport
Birmingham**



Prevent

Create a culture and way of working that prioritises wellbeing, welfare, happiness, and safety, that reduces opportunities for abuse, and enables participants to raise concerns.

- **Ensure your participants are confident and capable of advocating for themselves**
- **Have and regularly check your policy, guidance document, and procedure**
- **Weave your behaviours and values (or code of conduct) into your delivery, and embody them across the group**
- **Make sure everyone is given equal opportunity to be active and safe in your group**



**Sport
Birmingham**



Detect

Making sure that everyone involved in your work can identify and address poor practice, and signs of abuse, as soon as possible, and do something about it.

- **Ensure all of your people know the red and green flags, and have access to resources, training, and support**
- **Have moments, times, and spaces where participants can talk to coaches and club welfare officers about any concerns**
- **Make sure you are spotting and responding to low level concerns and near misses**
- **Don't let prestige or time in role affect how the group responds to reports**

