



## **Chester Sports Association for people with a disability**

### **Child and Vulnerable Adult Protection Policy**

**This policy applies to all volunteers and sessional workers.**

The Chester Sports Association for people with a disability has a duty to provide children and vulnerable adults with appropriate safety and protection. As the welfare of the child and vulnerable adult is paramount, we are committed to providing protection for children and vulnerable adults who receive a service from The Chester Sports Association for the Disabled. We promote ethical behavior, providing children and vulnerable adults with a sense of being valued, listened to and respected.

On this basis, we aim to ensure safe recruitment practices are always followed, to establish the suitability of volunteers to work with children and/or vulnerable adults.

It is ultimately the responsibility of the Trustees that this policy is published, and accessible to all volunteers and any relevant third parties. It is the responsibility of each Trustee to ensure this information is fully understood by volunteers / sessional workers.

In order to provide safety, protection and security to children and vulnerable adults throughout our operations, we will adhere to our Child and Vulnerable Adult Protection Policy and aim to:

- protect all children and vulnerable adults from all types of harm and abuse, whatever their age, culture, disability, gender, language, ethnic origin, religious beliefs or sexuality
- raise awareness of child and vulnerable adult protection issues and promote good practice, conduct risk assessments to minimise potential hazards to children's and vulnerable adults' welfare

- provide support to candidates who have been abused and act proactively by preventing any similar incidents through risk assessment
- ensure all fully understand their responsibilities and are provided with the appropriate training, guidance on procedures they should adopt in the event that they suspect a child or vulnerable adult may be experiencing, or be at risk of harm. To ensure updates of the relevant legislation are provided.

In achieving our policy aims and being proactive, we have developed procedures and a code of practice related to the recruitment of volunteers, and how allegations of child and/or vulnerable adult abuse should be dealt with. In light of this, we implement safe recruitment practices, in checking the suitability of volunteers to work with children and vulnerable adults. We share information about any concerns with agencies, who need to know, and involving parents, children and third parties appropriately.

### **Summary of the Volunteer Recruitment Procedure**

Applicants are required to complete an application form (which may lead to a subsequent interview) containing explicit information about their past. These are required to be returned to the relevant department and the Trustee managing the recruitment process. Where applicants will take significant responsibility for safeguarding children and/or vulnerable adults, they will be required to complete a Criminal Record Bureau (CRB) check.

Volunteers are selected on their suitability to meet the job/role-related requirements and responsibilities and their ability to demonstrate that they can work safely with children and/or vulnerable adults. Applicants will receive confirmation in writing relating to the outcome of their interview. If the outcome is positive, arrangements are made for induction and any relevant training, which includes clarification of activity requirements, responsibilities and child and vulnerable adult protection procedures and further identification of training needs.

Volunteers are then required to confirm their agreement to abide by the Chester Sports Association for people with a disability, policies and procedures, including the child and vulnerable adult protection policy, in writing.

Awareness of child and vulnerable adult protection practice will continue to be addressed via ongoing training. All volunteers who work with children and vulnerable adults are required to adhere to this policy.