



Safer Recruitment Policy

The Professional Anglers Association is committed to safeguarding and promoting the welfare of children and expects all staff, directors, members and volunteers to share this commitment.

In this context it is vital that the Association applies membership recruitment and selection procedures that identify people (coaches) who are unsuited to work with children.

The measures described in this policy should be applied in relation to everyone who has sole responsibility for the care of children for any length of time and, at the discretion of the Compliance Officer, those who regularly come into contact with children in a supporting or voluntary coaching capacity.

Aims

1. To help deter, reject or identify people who might abuse children or are otherwise unsuited to working with them by having appropriate procedures for appointing staff and members.
2. To operate such procedures consistently and thoroughly while obtaining, collating, analysing and evaluating information from and about member applicants.
3. To seek to secure an ongoing safe and secure environment for children by ensuring all staff and members are suitably trained in recognising and responding to signs of abuse.

Membership Recruitment Procedures

In order to ensure safer membership recruitment the Professional Anglers Association will:

1. Ensure that when membership recruitment is advertised, the advertisement makes clear the organisation's commitment to safeguarding and promoting the welfare of children.
2. Ensure that any member or director Code of Conduct makes reference to the responsibility for safeguarding and promoting the welfare of children and young people.
3. Ensure that any person specification includes specific reference to suitability to work with children.
4. Obtain and scrutinise comprehensive information from membership applicants and take up and satisfactorily resolve any discrepancies or anomalies.



THE PROFESSIONAL ANGLERS ASSOCIATION

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5. Obtain independent professional and character references that answer specific questions to help assess a member applicant's suitability to work with children and follow up any concerns.
6. Verify the successful candidate's identity.
7. Verify, where necessary, that the successful applicant has all the academic or vocational qualifications claimed.
8. Ensure new staff, directors and members are familiarised with our Child Protection Policies and Safer Working Practices.

This policy was last reviewed on 31 August 2017