

# Child Safety Recruitment Policy



## 1. PURPOSE

This policy is intended to assist the CBJFC in ensuring all incoming committee members, volunteers and paid employees are aware of and meet the minimum behavioural standards expected, and is designed to ensure that child safety, equality, and fair treatment are issues at the core of the CBJFC culture. Further, it is intended to give CBJFC committee guidelines by which to make the right decisions during the hiring process.

## 2. EQUAL OPPORTUNITY AND DISCRIMINATION

- 2.1 The CBJFC will give equal consideration to the submissions of all applicants, and will not show bias or discrimination on the grounds of gender, race, age, disability, sexual orientation, religion or any other characteristic.
- 2.2 Recruitment staff will treat all applicants with the same respect, and will provide an “even playing field” during any interviews. Where interviews are conducted this includes, but is not limited to, using the same base list of questions for applicants (except when pursuing the specifics of an applicant’s career), allowing the same amount of time for interviews, and allowing the applicants equal chances to ask their own questions.
- 2.3 The CBJFC will not terminate the employment of an employee on the basis of these characteristics.

## 3. APPLICANT SCREENING

- 3.1 It is the responsibility of the CBJFC to conduct adequate background checks on applicants under consideration for a position with the CBJFC. The applicant may only be offered a position if they both agree to and satisfactorily pass these requirements.
- 3.2 Applicants for committee positions, key volunteer roles and paid positions must supply referees with their application. CBJFC staff will contact these referees to ensure the suitability of the applicant to our organisation.
- 3.3 Prior to being offered a full-time permanent position with the CBJFC, applicants must pass a police check and/or provide a valid Working With Children Check. Applicants may refuse to submit to this test or provide a valid WWCC, but will no longer be considered for the role.
- 3.4 Prior to being offered a position with the CBJFC, applicants will be required to sign the Club’s ‘Child Safe Code of Conduct’.

- 3.5 Prior to commencing employment or accepting a role on the committee or as a key volunteer with the CBJFC, the successful applicant must attain a valid Working With Children Check. The CBJFC may offer a position to an applicant prior to the WWCC being attained, on the condition that the applicant gains one before commencing work.
- 3.6 Working With Children Checks must be sighted by a current CBJFC committee member to meet the requirements in clause 3.5.
- 3.7 In addition to these regulated checks, the CBJFC committee member(s) undertaking the recruitment process in respect of committee members, key volunteers or paid employees must strive to determine the compatibility of all applicants to these standards through the applicants’ CV and any resulting interviews.
- 3.8 Any applicant hired by the CBJFC will commence under a two month probation period, during which the CBJFC may further assess the applicants suitability to the role and ensure they pose no threat to child safety standards.
- 3.9 Key Volunteers are those volunteers undertaking the role of coach, team manager, trainer and on-field volunteer umpire.

## 4. CONFIDENTIALITY

- 4.1 The CBJFC will treat all information obtained during the application process with discretion, and will not share this information with third parties or other applicants, with the exception of information required for the stated background checks.
- 4.2 The CBJFC may retain applicants’ contact information and application documents for the purpose of future employment opportunities. Applicants may request for their information to not be kept at any time following an unsuccessful application.

## 5. DISCLOSURE

- 5.1 This Policy must be made available to all applicants from the commencement of the application process, to ensure their full understanding of their rights and the requirements of the CBJFC prior to submitting an application.