**SAFER RECRUITMENT POLICY**

Disability Sport and Recreation Hawke’s Bay (DSRHB) recognises Te Tiriti o Waitangi as Aotearoa New Zealand’s founding document and is committed to actively engaging and promoting the five principles of Tino rangatiratanga, Equity, Active protection, Options and Partnership.

Safer recruitment is central to the safeguarding of children and young people. As part of our safeguarding culture, DSRHB is committed to ensuring all staff and volunteers who work with children and young people are safe and appropriate to work with children. We want children, young people, parents, caregivers, and whānau to feel protected and confident that our staff and volunteers have been safely recruited to the highest standard possible.

All possible steps must be taken to prevent unsuitable people from working with children and young people. We commit to follow the requirements of the Children’s Act 2014 for the recruitment of staff. We commit to go beyond the legal requirements and make sure our volunteers are safely recruited to the same standards. We commit to this as DSRHB recognises all our staff and volunteers are in Positions of Trust. This is our duty of care to children and young people.

We want the best outcomes for the children and young people that come to DSRHB. We want children and young people to be safe, flourish, and enjoy their sport, recreation, or activity.

**The purpose of this policy is to:**

1. Outline our commitment to protect children and young people from harm, abuse, and neglect by a staff member or volunteer of DSRHB.
2. Reduce the opportunity for a perpetrator of abuse to offend against the children and young people of DSRHB.
3. Guide the safer recruitment of staff and regular volunteers.

**Who the Safer Recruitment Policy applies to:**

This policy applies to all staff and regular volunteers who are employed or engaged by DSRHB, whether or not they are paid. The processes of safer recruitment will be followed every time a staff member or volunteer is recruited.

The ability to screen and safety check a volunteer can be more limited than an employee; however, our volunteers often perform similar duties to our employees and have equal access to children and young people. It is essential DSRHB safely recruits volunteers using the same standards as we use for our employees, where possible.

Volunteers that provide one-off support will not be safety checked in line with this policy and procedures. Instead, they will always work alongside and be supervised by our fully inducted staff and volunteers.

|  |
| --- |
| Policy developed by: Disability Sport and Recreation Hawke’s Bay and informed by Sport NZ Policy docs |
| Date reviewed and adopted: 2024 |
| Due date for Policy Review: 2026 |
| File location: googledrive/policies/ Safer Recruitment |