



## Safer Recruitment Policy

### **Policy Statement**

Macclesfield FC is committed to promoting the welfare of all children and adults who use and interact with the Clubs' services and for keeping them safe.

In line with the Equality Act 2010, we are committed to equality, valuing diversity, and working inclusively across all its activities – and this applies also to the selection, recruitment and induction of new staff and volunteers.

It is recognised that we are in the fortunate position to be able to employ staff.

### **What is Safer Recruitment?**

Safer Recruitment is a process designed to protect children's and adults at risk welfare at every point, by supporting those leading an employment process to identify and deter or reject individuals from jobs or opportunities if they are deemed to not be suitable to work with children and adults at risk.

Every employer requires a recruitment policy in place to ensure job applicants are considered equally and fairly, and are not discriminated against based on their race, nationality, ethnicity, religion, gender, sexual orientation, marital or civil partner status, disability, or age. Safer Recruitment takes this further.

Safer Recruitment pre-employment checks make sure that applicants' references have been cross-checked and that they have proof of identity. It also ensures that criminal convictions have been declared and that candidates have an up-to-date DBS certificate prior to employment.

### **Why is Safer Recruitment Important?**

Safer recruitment practices are a key part of creating safe environments for children and adults at risk. By ensuring the safety of the staff and volunteers that work in places like football clubs and associated Community Club Organisations the people that need to be safeguarded have access to places where they can feel confident that they will be safe from harm.

It is also important to establish safer recruitment standards and procedures because it is one of the most effective ways of preventing abuse or mistreatment in a variety of institutions.

Our safer recruitment process demonstrates that we are committed to keeping the people in our football club safe.

### **The FA's Policy on DBS Checks**

As part of our safeguarding children strategy, The FA requires those working in eligible roles with children and young people to undertake a DBS Enhanced Check. This is in line with legislation and government guidance and is standard practice.

The FA provides the framework and guidance for DBS Checks in football. The leagues and clubs must implement this to ensure those required to have DBS Checks done have them.

Where the DBS Check highlights relevant information, this is investigated further by the FA and a risk assessment is carried out to establish whether they will be accepted to work with children and young people in football.

## Activities that require a DBS Check

Not everyone is eligible for an enhanced DBS check. The FA does not determine who is eligible, this is governed by legislation and government guidance and depends on the tasks that are due to be undertaken within a given job role. In brief this means a DBS Check is required for anyone aged 16 years or over who undertakes any potentially unsupervised roles working directly with children and young people under the age of 18.

These activities include managing, training, coaching, and supervising as well as giving advice or guidance on wellbeing, caring for children, or driving a vehicle solely for children on behalf of a club or organisation. All coaches and managers working directly with under-18 players must hold a current, FA-accepted DBS Check. **As of 2024 this includes managers/coaches who operate in the Open Age Game where they have U18 players.**

## Contractor safeguarding guidance

As a Club we recognise the importance of incorporating safeguarding children, young people and vulnerable adults into procurement practice and contractual requirements across the Club and CCO.

We have a duty to safeguard children, young people and vulnerable adults. This extends to parties that carry out services on our behalf.

Contractual agreements, including service agreements, and grant agreements give us the opportunity to state our expectations and place obligations on the contractor/service provider about how we expect them to act around their safeguarding obligations in line with The FA and Club safeguarding policies.

Procurement practice also recognises the need to ensure forced labour is not inadvertently procured and the requirements of the Modern-Day Slavery Act are adhered to.

Implementation Date:	December 2025
Agreed By:	Board
Next Review Date:	December 2026