



CHILD PROTECTION POLICY

COMPANY PROCEDURES

Employment of staff

All staff associated with GNS Sports must be checked thoroughly. GNS Sports ensures that all members of staff are appropriate and professional when working with children. This involves having no convictions of any kind, having the right attitude, ethic towards children and also having relevant experience of working with children.

Application forms

Teachers/Coaches wishing to work for GNS Sports must complete an application form followed by an oral interview.

The information that is to be provided will involve:

- Any criminal convictions
- Experience of working with children
- Relevant coaching/teaching qualifications
- Any cautions or allegations made against them
- Two references of whom must be past employers
- A signed contract stating that they are to abide by all the rules and regulations by GNS Sports and that fail to do so will result in termination of their contract and instant dismissal.

Interviews

An interview must be carried out by the Manager to ensure that the future employee's are suitable to work within the company and that they obtain all the right assets.

The interview will consist of various questions towards coaching and working with children which the employee must provide positive feedback. Focus is based on their general attitude, the coaching strategy, previous experience and qualifications, and whether they are appropriate.

Training/Assessment

All teachers/coaches must be trained up in the right manner to work with children. Being able to relate to children as well as being able to coach effectively is essential. Therefore communicating and expressing your personality are the key aspects coaches will be consistently trained upon.

All members of staff will be issued a copy of the Child protection policy, a code of conduct policy, and will be given a guideline to their roles and responsibilities.

Reports

All incidents associated with the child protection policy must be reported. Certain procedures must be followed if a member of staff feels that a child is being abused. In achieving this, support will be provided for the child and ensure that appropriate action can be undertaken in dealing with the issue.

Firstly, a Teacher/Coach needs to respond effectively to the child in such a way that the child feels as though you are taking the matter very serious and that any information given shall be treated as strictly confidential. The teacher/coach must listen carefully to what information the child is giving and then act accordingly by recording in as much detail everything that is said.

Teachers/Coaches must then follow their actions by speaking with the manager of GNS Sports who will then inform the parents and the school of the matter. If necessary, the social services should be contacted in ensuring that appropriate investigations are undertaken.

All the information must be recorded and be kept safe in a confidential file by the Manager of GNS Sports.