



CHURCHDOWN VILLAGE BOWLS CLUB RECRUITMENT POLICY

Grassroots bowls needs the many thousands of volunteers to ensure the game continues to grow. It is very important that the right people are encouraged to volunteer their services in the many different roles there are to play. The following guidelines reflect government guidance and legislation and are aimed at ensuring all involved in working with children and adults at risk are suitable to do so.

Within our club, when a volunteer position becomes vacant, an internal candidate is identified, and an informal approach by the secretary or committee member would normally be made to confirm the interest of the individual. If there are no such candidates, then an internal notice will be placed on a notice board in the club house or circulated by word of mouth.

CVBC are fully aware that all roles involving responsibility for young people and adults at risk should have robust recruitment procedures in place to ensure safe and appropriate staff and volunteers are working with children and adults at risk in bowls. However, CVBC do not employ external staff and the committee roles are filled by existing members of the club who volunteer. We provide volunteers with the following:

- Information about any responsibility for children (U18) or adults at risk within the role – including whether the role is in “regulated activity”, in which case the post will be eligible for a DBS check.
- A description of the role, key responsibilities
- Whether the post requires a DBS check.