



Safer Recruitment

No individual will be recruited on a paid or voluntary basis into a 'position of trust' without satisfactory clearance from the Disclosure and Barring Service (DBS) and two written references.

Due to the roles of much of our staff and volunteers, they are considered to be in a position of trust in relation to those in their care, meaning that where staff or volunteers are in a position of influence and power over children that they must not abuse their position for gratification or personal gain.

Triple A will ensure that appropriate checks are carried out and records of staff/volunteers' DBS numbers are kept on file.

No applicant, conditionally offered a position of trust with Triple A, will start until all satisfactory clearances have been received.

An individual applying for a paid or voluntary role within Triple A which may involve contact with children must carry out the necessary safeguarding training in line with their professional development. Appropriate renewal will be yearly.

All staff and volunteers will be reminded that it is not the responsibility of anyone within Triple A to decide whether abuse has taken place. However, there is a responsibility to act on any concerns and report issues to the DSO. Triple A will look into the matter then, when required, share information with Children's Services, the police and the DBS service.

Triple A staff and volunteers must:

- Respect the right, dignity and worth of each child
- Develop an appropriate working relationship with each child. Over familiarity can be misunderstood therefore clear boundaries must be established from the beginning
- Ensure all activities are safe and appropriate for participants
- Clarify with children exactly what is expected of them and what they are entitled to expect from the member of staff or volunteer
- Display high standards of behaviour

