



Recruitment Policy

Document 006 Rev 2

The policy of Telford Aqua SC, is to recruit officials, administrators & helpers from all sections of the community

All club officials pro-actively support & implement this policy, encouraging the parents or guardians of new & existing members to help support the activities of the club. Anyone else who expresses an interest in getting involved with the club is also encouraged.

When new members join the club their parent/guardians are asked on the membership form whether they would be interested in helping support the club. If so, they will be contacted by the volunteer coordinator to establish the level of interest & any particular skill which could be of value to the club & swimmers.

Parents/guardians of members may also be approached directly to help out with club events, including various internal gala's & club championships. These require a large number of helpers both poolside & in support, this can be a useful way of encouraging parents/guardians to help out for the first time without the pressure associated with some inter-club galas.

The club actively encourages parent/guardians to learn more about the various poolside roles & will provide funding towards the cost of relevant training for Timekeepers, Judges, Team Managers, and Coaches etc

The club also needs to have a full complement of Committee members to function effectively under ASA regulations & nominations are actively encouraged. Anyone wishing to become a member of the club committee should advise the club's Secretary so that the relevant nomination form can be completed. Elections are held at the club's AGM

Adults who become actively involved with the club must follow & promote the ASA Child Protection policy. They will also be required to complete the relevant documents in relation to child protection procedures & be subject to a search for any relevant criminal convictions by the appropriate authorities. If volunteers want to progress to helping on poolside they would then need to complete a child protection course, which can be arranged through the club.

Another important aspect of having the right team to support the Club is succession planning. For more details of this the Club's Succession Planning Policy can be accessed through the document and forms area on the Club's website or you can speak with any of the Committee Members.