

THE SAFE RECRUITMENT AND MANAGEMENT OF VOLUNTEERS IN ATHLETICS CLUBS

Introduction

Volunteers are the lifeblood of athletics and their dedication and commitment helps to drive our sport forward and delivers success. However, every club has a duty of care to its members which extends to ensuring that anyone recruited to undertake voluntary and regulated work is a suitable person for the role.

The club committee is responsible for ensuring that all club activity is safe and this includes a need to ensure the safe recruitment of volunteers. Having a designated person to manage the recruitment and retention of volunteers provides a focus to ensure due diligence is taken and encourages a consistent approach.

This approach supports all volunteers and gives them a point of contact to discuss development needs or raise any issues. It also enables the club to more readily identify concerns about a volunteer and to address them in a supportive way.

[England Athletics](#) has published a 5-step approach to safe recruitment along with a suite of supporting documents and guidance on induction and ongoing management of volunteers, and we recommend this resource to all running and athletics clubs across the UK.

We ask clubs to follow this 5-step process to help ensure fair and safe recruitment;

