



Child Safe Recruitment, Induction and Training Policy

Title	Content
Purpose	<p>Race Pace is committed to child safety, and the wellbeing of children is central to all our decision-making</p> <p>This Child Safe Recruitment, Induction and Training Policy is designed to identify suitable coaches with the relevant skills and good character, that share Race Pace values and ethos, so we can provide a safe and inclusive environment for all children to learn and progress their motorcycle skills</p> <p>The recruitment process follows a robust screening process starting from the application, and reference checks through to the interview and then a review of the applicant in order to choose the most suitable coaches for the role, to help ensure that coaches working with children align with the Race Pace culture and intention to be child safe</p>
Scope	<p>This policy applies to all coaches at Race Pace schools. The most suitable candidates will have the following attributes, coaches that:</p> <ul style="list-style-type: none">Prioritise child safetyRecognise the risks to child safetyUnderstand the importance of children's empowerment and participationUnderstand children's rightsCan communicate well with both the children and the parentsChampion the importance of equity and diversityUnderstand the importance of having effective child safe policies and procedures in place to create, maintain and improve child safe environments

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Child Safe Recruitment Process	<p>Role description</p> <ul style="list-style-type: none"> • Selection criteria • Salary (if not a volunteer position) • Hours • Leave • Benefits • Minimum training requirements <p>Advertising</p> <ul style="list-style-type: none"> • Draft job ad • Promote on Race Pace social media • Promote Race Pace as being child safe to allow for self-selection <p>Review applicants</p> <ul style="list-style-type: none"> • Review written job applications • Short list for interview • Consider which candidates appear to prioritise child safety Interviews <p>Conduct interviews</p> <ul style="list-style-type: none"> • Questions on child safety • Ensure qualifications are valid • Consider other assessments: psychometric or skill demonstration <p>Checks</p> <ul style="list-style-type: none"> • Reference checks • Background screening checks <p>Selection</p> <ul style="list-style-type: none"> • Decision on successful candidate(s) • Offer of a position <p>Induction</p> <ul style="list-style-type: none"> • Begin induction process • Ensure induction emphasises child safety

Title	Content
Induction Process	<p>The induction process includes information on Race Pace commitment to being child safe which will assist new employees to better understand their role in helping to provide a supportive environment for children that keeps them safe from harm and abuse</p> <p>Coaches will be:</p> <ul style="list-style-type: none"> • Invited to attend a Race Pace school • Acknowledge that they have read and understand Race Pace Child Safe Policies and procedures • Encouraged to ask questions about Race Pace policies • Informed of the Race Pace school program • Reviewed on their performance • Given feedback on their performance • Encouraged to question Race Pace program and processes and provide feedback
What does training involve? [Explain what your organisation plans to do to make sure all workers have the required skills to continue working with children and young people]	<p>Coaches that are chosen to work with Race Pace will already possess the relevant motorcycle skills to be able to teach and demonstrate to the riders attending Race Pace schools.</p> <p>Race Pace will request that all coaches complete the Child Safe eLearning – Keeping children safe in organisations (for all sectors)</p> <p>Race Pace will encourage all coaches to help Race Pace improve, maintain and implement better Child Safe practises to keep children safe and provide a safe and inclusive environment for all children to learn and progress their motorcycle skills</p>
Next review date	<p>2/01/2025</p>