



Recruitment Policy

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1 Introduction

Killerwhales Swim Club of Havering recognises the need to ensure recruitment of coaches, teachers, volunteers and swimmers is carried out fairly and equitably.

2 Approach to Recruitment

For Coaches and Teachers we will:

- Recruit according to need
- Ensure candidates selected for interview meet the job requirements
- Be clear when we will recruit internally and when we will seek external candidates
- Delegate recruitment of teachers to the Head Coach
- Ensure at least two members of the executive committee are involved in the selection and interview of new coaches.

For Swimmers we will:

- Work with the local education authority where possible to ensure as wide a range of swimmers have the opportunity to learn to swim and swim competitively
- Advertise widely using leaflets, the club's website, posters and where possible local media
- Work collaboratively with the management contractors at the public facilities we use.
- Use opportunities to promote the health and well-being benefits of swimming
- Liaise with the Havering Sports Council to identify potential opportunities to encourage sporting participation by the local community

3 Monitoring & Review

We will review the operation and outcomes of this policy at least every 24 months.