

January 2026

SAFER RECRUITMENT STATEMENT

Football 4 All is committed to safeguarding and promoting the welfare of children and young people and expects all staff, coaches, volunteers, and contractors to share this commitment.

We operate a safer recruitment process designed to deter, identify, and reject unsuitable individuals from working with children. As part of this process, Football 4 All will:

- Obtain and verify proof of identity and the right to work in the UK.
- Verify relevant qualifications, coaching certificates, and professional memberships where required.
- Obtain and scrutinise employment history and investigate any gaps in employment.
- Seek appropriate references prior to appointment.
- Conduct Enhanced DBS checks for all staff working directly with children and ensure these remain current.
- Assess candidates' suitability to work with children through interviews and recruitment procedures.
- Ensure all staff complete safeguarding training and understand their responsibilities for child protection.
- Maintain appropriate records in line with safeguarding and data protection requirements.

Football 4 All is committed to creating a safe environment for all children and young people and will take all reasonable steps to ensure that those engaged to work with children are suitable to do so.

Any concerns relating to the conduct or suitability of a member of staff will be dealt with promptly and in accordance with our safeguarding procedures.