



CHEAM MARCUDA SWIMMING CLUB



Recruitment Policy

1. Introduction

Cheam Marcuda SC recognizes 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 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 Borough Swimming Development Officer to identify potential opportunities to increase participation in swimming

3. Monitoring & Review

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