



## Guidance on Safe Recruitment

This guidance is available for any coaches wishing to use third party/guest choreographers/coaches.

This guidance has been created in light of increasing numbers of coaches under investigation with USASF and other authorities such as the police, some of whom have historically worked with teams in England.

To ensure the safety of your athletes and coaches, the following steps are advised to be taken:

1. Ask your guest coach/choreographer for a copy of their DBS or equivalent document, dated within the last 12 months;
2. Ask for CV with details of other teams worked for/with.
3. Make enquiries with SportCheer England as to whether this guest coach/choreographer is known to have subject to any investigations (ongoing or otherwise) in the US.
4. Ask for 2 character references if you do not have any connection to the proposed guest.
5. If you have a connection with the guest coach/choreographer, ask for a character reference as to the suitability of the guest to work with your team.
6. Speak to those who have previously employed the guest coach/choreographer