

CITY OF BRADFORD BRASS BAND ORGANISATION
The Loft, Benton House, Nelson Street, Bradford, BD5 0DP

RECRUITMENT POLICY

This policy differentiates between recruiting new band members/roles who will not have additional responsibilities towards children and young people, and those who will (including the Musical Director). In these more specialist posts, additional rigour is required during the recruitment process.

Some individuals will actively seek employment or voluntary work with children and young people in order to harm them. COBBO is committed to devising and implementing policies so that everyone accepts their responsibilities to safeguard children from harm and abuse. This means following procedures to protect children and to report any concerns about their welfare to appropriate authorities. The recruitment of members is a crucial part of our safeguarding policy.

COBBO is committed to fairness and equality in its recruitment processes.

In the case of person or persons not known to the band, the application process may involve completing a standard application form but may also be via formal or informal interview prior to attending rehearsals for a short period of time on a trial/mutual assessment basis during which time subs will not be payable.

In relation to the MD post or other posts that involve working closely with children, young people or adults at risk, consideration must be given to whether the role requires a DBS check, and what type of DBS check is needed. The government's on-line tool at www.gov.uk/find-out-dbs-check should be used to aid this decision. References will also usually be sought.

Andy Hansen
24.9.19