

City of St. Albans Swimming Club

Recruitment Policy

Volunteers

Being a volunteer is a very rewarding way of helping everyone to achieve and participate in something they enjoy. Our swimming club could not function without volunteers and if you are looking to become more involved please speak to our Workforce Development Officer or Chair.

Once an individual has identified themselves as a potential volunteer, they can expect to be fully supported by all in the club. Everyone is encouraged to volunteer and help our children to achieve their potential and join in the fun of being part of a swimming club. Training opportunities are available and course fees would usually be refunded by the club ensuring continued development.

We actively encourage both young and older volunteers.

Young people can contribute:

New and fresh ideas

New skills

An investment for the future

Energy and enthusiasm

Volunteers who can relate to younger club members

Have an interest in the sport

Older swimmers have inside knowledge of competition and training

Keeps older swimmers in club as role models

Older people can contribute:

Skills

Maturity and experience

Loyalty

Availability/ Flexibility

Focus

Perspective

Benefits of being a volunteer:

Qualification or training opportunities

Learn new skills and put to use existing skills/ experiences

Help others and give back to the community

To do something worthwhile

Personal Satisfaction

Social contact

The opportunity to try something different

The club will ensure all volunteers receive an induction and a volunteer pack with policies and guidance notes, and a job description. Either your predecessor or the Workforce co-ordinator will introduce you to your role.

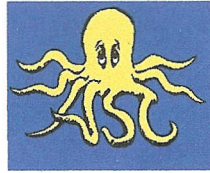
Volunteers will be asked to complete a Criminal Record Bureau check.

Recruitment Plan

Personal approach- Ask potential volunteers- older swimmers, parents/ grandparents, masters swimmers.

Publicise vacancies -

- Club notice board and Website
- Advertise in local community- swimming pools, libraries, local magazines
- Announce at club night
- Email membership



City of St. Albans Swimming Club

Recruitment Policy

Our swimming club is made up of officials and volunteers. The club could not function, nor indeed exist without many willing volunteers. Our few paid staff usually put many more hours into the club than they are paid for. Please see below for a brief description:

Head Coach- The head coach is responsible for all aspects of swimming and competition within the club.

Teachers- The teachers assist the Head coach, in developing, organising and implementing the club's coaching programme.

Management Committee- The management committee comprises elected officials in accordance with the club constitution. These officials are elected at the AGM, which is held in the summer each year. It comprises the officers of the club (Chair, Vice Chair, Club Secretary, Treasurer) as well as head coach, several teachers and various other roles within the club that are seconded into the committee.