



EVERTON AFC



EVERTON AFC Volunteer Recruitment Policy

1) Background and Scope

- a) Everton AFC's existence is dependent on the number and quality of volunteers at all levels of the Club. It is recognised that volunteers provide work of immense value across the organisation in varying roles, e.g., as club officials, coaches, members etc.
- b) Essentially Everton AFC is local soccer club, operating within the community (with a committee, who organise their own affairs assisted where required by our Chairman, Treasurer and Club Secretary, subcommittees (Schoolboy Section).
- c) Everton AFC recognises several roles for volunteers which extend the work of the organisation. Volunteers are involved at every level of the organisation in roles which complement. It is against this background that the following policy is set out.
- d) Everton AFC will provide an induction pack to all new volunteers/coaches which will familiarise them with Club rules, policies and procedures and expected codes of behaviour for children, coaches, and parents/spectators.

2) Values

- a) Everton AFC respects every volunteer, and volunteering is recognised as crucial for the running of our club. All policies, procedures and decisions taken by Everton AFC are to be cognisant of the dependency on volunteers and the need to encourage, protect our volunteers.
- b) All members of Everton AFC, including volunteers, are subject to Everton AFC, Cork Schoolboys League, Cork Youth League, Munster Senior League and FAI rules and regulations.
- c) Everton AFC strives to create a diverse and inclusive organisation within a diverse and inclusive community. Therefore, we are committed to ensuring equality of access to high quality volunteer opportunities and equality of treatment for our volunteers in all our policies and practices.
- d) Insofar as Everton AFC benefits from the skills, experience, and enthusiasm of volunteers, we believe that volunteers should feel valued, and be able to gain personal benefits from the experience too. We are committed to managing volunteers in a way that ensures that the needs of both parties are met.
- e) All members, Team Managers, Team Coaches, and all subsequent volunteers are Garda Vetted and will have attended the FAI Safeguarding course.



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3) Recruitment and Retention

a) On an annual basis, commencing in 2019, Everton AFC Committee will review the need for certain volunteer roles and how best to meet any deficiencies identified such as a lack of volunteers, lack of training courses or material etc. Areas for consideration include:

- i) Committee Members.
 - ii) Team Managers.
 - iii) Team Coaches.
 - iv) Academy Director.
 - v) Academy Coaching Overseer.
- a) Everton AFC endeavors to provide adequate and appropriate facilities, equipment, and resources to enable volunteers to fulfil their roles.
- b) Everton AFC will encourage and support clubs to manage and support volunteer roles within the club.

4) Expenses and Protection

- a) It is the essence of volunteering in a not-for-profit organisation that work is willingly undertaken with no thought as to payment for reward.
- b) Volunteers engaged in specific Everton AFC roles e.g., Board members, Committee members, Team Managers, Team Coaches, Team volunteers will be covered under the terms of Everton AFC insurance policies when acting in good faith and within the confines of Everton AFC rules and regulations and applicable legislation. Breaches of criminal law are not covered.
- e) Everton AFC implements a fair, effective, and open system in the recruitment and selection of volunteers and treats all information collected in this process confidentially. Some potential volunteers will go through a recruitment and selection process that is appropriate to the role offered. Additional measures may be implemented depending on the nature of the volunteer role and Garda/Police record checks are conducted where appropriate. The process is conducted by appropriately briefed/trained staff and aims to allow both parties to give and receive sufficient information to assess whether the volunteer opportunities available match the potential volunteer's skills, qualities, and interests.



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