



Recruitment Policy

Volunteers

South Croydon Swimming Club acknowledges, appreciates and depends upon the assistance of volunteers in its continuation and development. The club is always in need of volunteers. Recruitment happens throughout the year to fulfil the requirements of the club. Volunteers are used within the structure of the club to enhance all aspects of associated activities. A few of the areas where volunteers are always appreciated are set out below:

- Coaching and teaching
- Poolside help
- Team managers
- Club administration
- Gala officials
- Social event organisation
- Media and publicity
- and many, many more

Recruitment of new volunteers is seen as an ongoing need, to keep the club vibrant and open to new ideas.

Volunteers are recruited by various methods:

- The club committee actively seeks volunteers to fill vacant positions within the committee by advertising on the club website, email requests or by personal invitation.
- At the Annual General Meeting members elect volunteers to positions of responsibility on the club management committee.
- Coaches, Teachers and individual sections will regularly canvass for volunteers to undertake tasks specific to that section.
- Social events are advertised on the club notice boards and website, volunteers will be sought to help when necessary.
- For any local event requiring assistance, requests for volunteers will be made on the Club Website Notice Boards, by newsletter, by personal request or by e mail.
- Any person contacting the club offering voluntary help will, where appropriate, have their offer accepted.

- Regular contact with the local Surrey Officials network aids planning of timekeeper/Judge courses for parents and older swimmers as a lead in to greater formalised volunteer involvement with the club.
- Via the club web site where current volunteer job descriptions are listed.
- In the future we wish to reward current volunteers to promote the role of volunteers and demonstrate how South Croydon Swimming Club values its volunteers.

Teachers/Coaches

South Croydon Swimming Club uses a range of different methods to recruit new teachers and coaches into the club.

- Advertisement of coaching vacancies on the ASA London Region on-line vacancies boards.
- Encouragement of older swimmers to assist on poolside with younger groups and to take teaching/coaching qualifications when old enough.
- Promotion of and making use of bursary funding towards teaching/coaching courses for workforce development.
- Encouragement of members/parents/carers to provide poolside assistance during training sessions.

Recruitment of Swimmers

We use a range of different methods to recruit new swimmers into the club.

- Word of mouth from existing members. Swimmers are encouraged to tell their friends about the club.
- Regular liaison with local schools, teachers and swim school contacts.
- Flyers printed on the back of Croydon Schools Association Gala Programmes.
- Issue flyers to local schools.
- Coaches present at local schools primary & secondary galas.
- Press officer places event reports in local newspapers and publications with details of how to contact the club.
- Via the club website, where full details can be found on how to join.