

BARRED AND UNDER CONSIDERATION FOR LISTING

Scottish Volleyball aims to ensure that all children and/or protected adults are kept safe from harm while they are with our staff and volunteers.

As part of the Safer Recruitment process all those who will undertake Regulated Roles with children and/or protected adults within our organisation will be asked to complete a disclosure (PVG level) application.

Disclosure Scotland continually monitor scheme members suitability to carry out regulated roles and will notify our Sports Governing Body, Scottish Volleyball who will in turn notify our organisation if someone is barred making them ineligible for a Regulated role or if someone is moved to consideration for listing. This can happen either at the time that someone applies to join the PVG Scheme or throughout the period that they deployed in a regulated role.

Barred Individuals

If Disclosure Scotland informs Scottish Volleyball /Member Club that an individual is/has become listed and is therefore barred from deployment in a regulated role, the member of staff/volunteer will be removed from any and all regulated work with children/protected adults immediately. Our organisation will be committing an offence if we appoint and deploy someone or fail to remove someone who is barred from the relevant regulated work. This would also be a breach of Scottish Volleyball PVG and suitability decision policy.

The case will also be passed to the Scottish Volleyball Welfare Officer for review, sport level restrictions or management may also be applied and relevant conduct in sport proceedings initiated; separately to any action undertaken by disclosure Scotland.

Consideration for Listing & Barring Notice – Action to be taken

Disclosure Scotland may place a scheme member ‘under consideration for listing’ if they have information that they need to take time to review. During this time, the member is not barred from regulated work. If we are notified by Disclosure Scotland that an individual is under consideration for listing, our organisation will take the following action:

At Recruitment stage

- Suspend the recruitment decision until the final determination is made.

As a result of on-going monitoring

- The individual will be suspended until the final determination is made.
- Decide on a case-by-case basis. Any alternative to suspension requires a risk management meeting and agreement to be put in place and must be approved by Scottish Volleyball, possible outcomes are:
 - Place you in a non-regulated work role until the final determination is made.
 - The individual will continue in their role but will be supervised at all times until the final determination is made.

The decision will be fully explained in accordance with our current HR policies. This policy will be made available to all of our staff/volunteers.