

WORKSTREAM 7 – Safe recruitment

Action 3: check criminal background

As mentioned in Workstream 7 - Action 2, you can check the background of new staff and volunteers at your sport club in various ways. In some countries, it is also possible or even mandatory to check a person's criminal background by using a criminal record extract. Therefore, check the legislation in your country and act accordingly.

Example in Flanders, Belgium: Decree on Criminal Record Extracts in Sports Organisations

Anyone who wants to work with children or young people must submit a criminal record extract to the sports organisation with which they have an agreement.

This decree applies to the (re)appointment of staff (e.g., trainers, coaches, etc.).

Why the Criminal Record Extract?

As a sport organisation, the criminal background check (record extract) provides insight into previous convictions for, among other things, sexual offenses. This allows you to better assess whether someone is suitable to work with minors.

Sport organisations are already taking significant action to create an ethical and safe sports environment. By requesting the extract, your club sends a clear and additional signal that interpersonal violence is taken seriously.

If someone has a criminal record (including sexual offenses), you, as a sport club, will have to assess whether there are grounds for refusing the person. There are organisations, for example, SportiEQ, who help sport clubs making these decisions.