Recruitment Policy

Volunteers

Exmouth Swimming and Life Saving Society acknowledge, appreciate 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 fulfill 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 (lane ropes,flags,etc)
- 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 notice boards, website 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 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 planned in-house delivery of club timekeeper 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.

- Rewarding current volunteers to promote the role of volunteers and demonstrate how Exmouth Swimming and Life Saving Society values its volunteers.

Teachers/Coaches

Exmouth Swimming and Life Saving Society uses a range of different methods to recruit new teachers and coaches into the club.

1. Advertisement of coaching vacancies on the ASA South-West Region on-line vacancies boards.

2. Encouragement of older swimmers to assist on poolside with younger groups and to take teaching/coaching qualifications when old enough.

3. Promotion of and making use of bursary funding towards teaching/coaching courses for workforce development.

4. 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.

1. Word of mouth from existing members. Swimmers are encouraged to tell their friends about the club
2. Regular liaison with the Exmouth Leisure Centre's own Swimming School.
3. ES and LSS Schools Coordinator undertakes regular leafleting of ExmouthSchools, and is present at the School's Galas.
4. ES and LSS's Media Officer places event reports in local newspapers and publications with details of how to obtain further information on the Club.
5. Via the club website, where full details can be found on how to join.