



P-zazz: Recruitment Policy

At P-zazz, keeping children safe is of paramount importance and P-zazz upholds the right of all children in our care to enjoy the activities in a safe environment. We will fully co-operate with the schools we operate in to this aim.

The Recruitment Process

P-zazz Leaders are recruited through a careful selection process:

1. Having responded to an advert, or been personally recommended, the applicant is sent an application pack.
2. The candidate then completes a P-zazz Application form (which includes a question regarding whether they require a work permit to work in the UK) and returns it to the office.
3. If the application form is successful, an interview is arranged.
4. The interview is very comprehensive, lasting up to an hour, and includes questions regarding the candidate's approach to the behaviour management of a group of children. Singing Leaders are asked to sing an audition piece.
5. Two references are then taken by the P-zazz office.
6. The candidate is invited to a one day training session which also acts as the 2nd interview. During this session, training in Child Protection and Risk Assessment is given, along with full training on running P-zazz sessions. The candidate is observed leading a short session with a class of primary school aged children. We record details of identification during this day.
7. When all the above criteria are met and a DBS certificate has been granted (usually administered through a school) then the P-zazz Leaders may start work.

P-zazz Assistants go through all the same processes, with a shorter interview & training process.

The Recruitment of Ex-Offenders

P-zazz operates using the Herts County Council policy of recruitment of ex-offenders.

In the event of a CRB check not being completely clear, the P-zazz Managing Director seeks advice from the County CRB team.

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