



British Suzuki Music Association Recruitment Policy

Date of last review: October 2025

The BSMA will, when recruiting teachers as members of the BSMA and when recruiting staff, teachers and volunteers working with children in relation to an event organised by the BSMA, take reasonable steps to ensure that such people are suitable to work with children in the role in which they would be working.

Teachers and Staff

Except as mentioned below, the BSMA will, when first recruiting any teacher as members of the BSMA and any paid staff working with children, ensure that it has received a copy of an up-to-date Disclosure and Barring Service (DBS) check or that it has received confirmation from another employer that that employer has obtained such a check.

Where the teacher or paid staff member is not usually resident in the UK, the BSMA will adopt alternative procedures to satisfy itself as to the suitability of the candidate.

Volunteers

The BSMA will take a risk-based approach when recruiting any volunteers or unpaid staff whose role may involve working with children having regard in particular to

- the duration of the role; and
- whether it is likely that the person might be left alone with a child

This may involve obtaining a DBS and/or obtaining character references from those who know the volunteer in question. The BSMA will keep records of what checks were made.

The BSMA is not responsible for and does not control conduct at events organised by teachers who are members of the BSMA that are not BSMA events, but it encourages its teacher members to apply the same rules to such events.