

Recruitment

Guidance on Good Recruitment Practice for School Pipe Bands

A well-run school pipe band depends on safe, transparent, and inclusive recruitment. This factsheet outlines good practice for recruiting volunteers, committee members, and tutors, ensuring high standards of safeguarding, governance, and pupil experience.

1. Principles of Good Recruitment

- ✓ **Child-centred:** All recruitment decisions must prioritise pupil wellbeing, safety, and inclusion.
- ✓ **Transparent:** Roles, expectations, and decision-making processes should be clear and documented.
- ✓ **Fair and Inclusive:** Opportunities should be open to all parents/carers and qualified tutors, without bias.
- ✓ **Safeguarding-led:** Schools must oversee vetting, PVG checks, and safe practice requirements.
- ✓ **Sustainable:** Recruitment should support long-term programme stability, shared workload, and continuity.

2. Recruiting Volunteers & Committee Members

A. Define Roles Clearly. Provide simple role descriptions for:

- Chair
- Secretary
- Treasurer
- Events/Logistics Lead
- Communications/Fundraising Lead
- Parent Members

Clear roles reduce pressure on individuals and support accountability.

B. Promote Opportunities Widely. Use school communication channels:

- Newsletters
- Social media
- Tutor updates
- Parent information evenings
- Direct invitations

Messaging should emphasise no musical experience is required and encourage diverse participation.

C. Safeguarding Requirements. Volunteers must:

- Follow school safeguarding and child protection policies
- Avoid unsupervised contact with pupils unless authorised
- Understand conduct, communication, and boundaries
- Complete PVG checks where required.

3. Recruiting Tutors

A. Recruitment Must Be School-Led. Tutor recruitment is an employment-related process and must be:

- Managed professionally.
- Fully compliant with PVG, references, and safeguarding standards

B. Qualities of Effective Tutors. The best tutor is not always the best piper, drummer or musician themselves. Look for tutors who demonstrate:

- Sufficient musical ability and teaching experience (relative to the young people they will be working with)
- Positive, inclusive communication with young people
- Reliability, professionalism, and organisational skills
- Understanding of safeguarding and appropriate boundaries
- Commitment to pupil progression and wellbeing

C. Safe Recruitment Steps. Schools/SSPDT typically require:

- PVG membership
- Two references
- Child Protection training
- Agreement to follow school and SSPDT safeguarding policies
- Clear role description and expectations

D. Supporting Tutors. Committees can strengthen tutor retention by:

- Ensuring good communication
- Providing logistical support (rooms, equipment, events)
- Coordinating parent engagement
- Supporting performances, travel, and competitions

4. Creating a Positive Recruitment Culture

Strong programmes demonstrate:

- Warm, inclusive welcome for new volunteers
- Shared tasks to prevent burnout
- Respectful communication between tutors, parents, and school staff
- Clear governance and decision-making
- Commitment to diversity, wellbeing, and pupil voice

Good recruitment builds a safe, sustainable, and inspiring pipe band environment where young people thrive.