



Vineyard Bath Policy for Safer Recruitment of Volunteers

Vineyard Bath, in all aspects of its life, is committed to and will promote the safeguarding of children, young people and vulnerable adults. It fully accepts and endorses the Children Act 1989 & 2004 & The Protection of Freedoms Act 2012.

Christian communities should be places where all people feel welcomed, respected and safe from abuse. The Church is particularly called by God to support those less powerful and those without a voice in our society. Vineyard Bath is working towards creating a safe and non-discriminatory environment by being aware of some of the particular situations that create vulnerability. Issues which need to be considered include both the physical environment and the attitudes of workers and volunteers.

A person (adult or child) who might be considered vulnerable has the right to:

- Be treated with respect and dignity.
- Have their privacy respected.
- Be able to lead as independent a life as possible.
- Be able to choose how to lead their life.
- Have the protection of the law.
- Have their rights upheld regardless of their ethnicity, gender, sexuality, impairment or disability, age, religion or cultural background.
- Be able to use their chosen language or method of communication.
- Be heard.

In any situations where there may be a difference of opinion about priorities, the welfare of any child or vulnerable adult should be the paramount concern.

We are committed to acting promptly whenever a concern is raised about a child, young person or vulnerable adult or about the behaviour of an adult in a position of trust, and will work with the appropriate statutory bodies when an investigation is necessary.

This statement of principles applies to children, young people and adults.

We are committed to:

- The care, nurture of, and respectful pastoral ministry with, all children, young people and adults
- The safeguarding and protection of all children and adults

- The establishment of a safe, caring community which provides an environment where there is a culture of informed vigilance regarding the dangers of abuse, and where victims of abuse can report or disclose abuse and find support.
- The promotion of best practice that contributes to the prevention of abuse.

The safeguarding and protection of children, young people and vulnerable adults is everyone's responsibility, not just parents or those who have formal leadership or caring responsibilities. Procedures and formal processes alone, though essential, will not protect children and adults. The community, including all its members, needs to be aware of the dangers and be prepared to report concerns and take action if necessary.

We will carefully select and train all those with any responsibility for children, young people and vulnerable adults within the church in line with safer recruitment principles, including taking up references and the use of criminal records checks.

The suitability of an applicant or nominated volunteer for work with children, young people or vulnerable adults should not be solely dependent upon Disclosure & Barring Service (DBS) disclosures and vetting checks. Someone whose DBS disclosure is clear may still be unsuitable. Hence the need for an interview and trial session to assure ourselves, as far as we can, that someone is suitable. In the case of a blemished DBS please refer to our "Suitability of Ex-Offenders for Employment/Volunteering in Relevant Positions Policy".

At Vineyard Bath, as part of the safer recruitment process, we adhere to the following when bringing a new member on to our children or youth teams:

1. Invite a person to try out team for one week, under the supervision of the week leader. They would need to be known by at least 2 or 3 people in the church before being invited to do this.
2. The person would have an informal interview with the ministry leader after their trial week. Any questions or queries, from either party, would be brought up here.
3. The DBS officer then initiates the DBS process.
4. The person has a limited amount of time to action DBS. They can not join team if they do not comply with the safe Recruitment Process within a set period. You may be able to observe for a maximum of three sessions.
5. Helpers under the age of 18 to sign a Young Volunteers Agreement.

At Vineyard Bath, as part of the safer recruitment process, we adhere to the following when planting a new Core Community:

1. The potential leader needs to have been an active participant in a Core Community for at least two terms.
2. The potential leader needs to have been given some leadership roles under guidance of their existing Core Community Leader.
3. The potential leader needs to be known by at least two members of the Pastoral Team.

4. The potential leader needs to have leadership conversations with their Core Community Leader and Cluster Leader and a visit to the regular venue of the Core Community will be made as part of the process.
5. The potential leader needs to watch a series of training videos, including a safeguarding training video, and feedback to the member of pastoral staff with responsibility for Core Communities.
6. All Leaders to be DBS checked.

The decision to appoint a person to a voluntary role within the church is at the discretion of the Pastoral Team following completion of the processes outlined above.

Vineyard Bath accepts that, through its workers and volunteers, it is responsible for children, young people and vulnerable adults when in a church building, on church property and other premises being used by the church and during church activities. Responsibility extends to travel between places, when it is organised by the church. However, a church is not responsible for private arrangements.

Safer Recruitment Policy
Policy agreed - Nov 2020
Due for review. – Autumn 2021