

Safe recruitment, support and supervision of workers.

Ruddington Baptist Church will take care when selecting and appointing people to work with children and young people, whether paid or voluntary. All workers will be provided with appropriate training, support and supervision to promote the safeguarding of children.

“The harsh reality is that if a sufficiently devious person is determined to seek out opportunities to work their evil, no-one can guarantee that they will be stopped. Our task is to make it as difficult as possible for them to succeed” Such vigilance is as necessary in the local church as in any other organisation working with children and young people.

Selecting and appointing people to work with our children will always involve:

- ✓ Completing an application form.
- ✓ A face-to-face interview with the ministry leader for children and young people. (currently Julian Eve)
- ✓ Taking up references and obtaining a DBS Disclosure – currently done by Cathy Troup
- ✓ A probationary period followed by a review with the ministry leader for children and young people (Julian).
- ✓ Supervision and accountability.
- ✓ Attendance at a Safeguarding Training Day run by the East Midlands Baptist Association as soon as possible, and then every three years.

We want to recognise, encourage and support young leaders (under 18yrs old) .

We will remember that:

- ✓ They are legally children and so must always be supervised by an adult leader, and counted as children.
- ✓ We still need parental consent as with any other young person.
- ✓ If they take responsibility for younger children in a group to which they do not belong, they *may* need a DBS Disclosure.

When we appoint young adult leaders aged 18 and over:

- ✓ We will not give them responsibility for the age group immediately below them.
- ✓ They will undergo the full safeguarding appointment procedure as with any other adult. However
 - ✓ We will take special care to ensure they understand how to use electronic communication in such a way that they don't put themselves or others at risk.
 - ✓ We will help them understand the issues surrounding abuse of trust in their relationships.

If we receive volunteers from overseas to work with our children/young people we will:

- ✓ Take all reasonable precautions to ensure that volunteers are suitable to work with children and young people (Cathy Troup will administer this) *before* they arrive.
- ✓ Introduce volunteers to our Safeguarding Policy and Procedures before they start work with children and young people.

We will provide supervision mostly by peer-accountability within our teams.

- ✓ We will help one another maintain a culture of good practice, and be willing to point out to one another when our actions are inappropriate. (and be willing to have others point out our actions!)
- ✓ We will report to the Designated Person(Ruth Ross) if we have concerns about a fellow-worker, and in all cases where their behaviour causes harm or a risk of harm to children or young people.