



**The Parish of
St Peter & St Paul with
St Michael and All Angels
Kettering**

Paper for: PCC

Date: 12 May 2021

FOR DECISION

RENEWING OUR POLICY ON THE RECRUITMENT OF EX-OFFENDERS

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| Proposal | That the PCC vote to renew the policy it adopted on the recruitment of ex-offenders on 8 March 2018 |
| Background | <p>The online Safeguarding Dashboard which is an invaluable tool for our Parish Safeguarding Team has recently highlighted that we need to renew this policy.</p> <p>The Parish Safeguarding Handbook states that the incumbent and PCC need to have a policy statement on the recruitment of ex-offenders.</p> <p>The Church of England's document 'Practice Guidance: Safer Recruitment' also states that:</p> <p style="padding-left: 40px;">'Applicants for paid and volunteer positions must be clear about how they will be treated if they are ex-offenders. The Disclosure and Barring Service (DBS) has published a sample policy statement on the recruitment of ex-offenders'</p> <p>The PCC are required to review this policy every three years.</p> <p>A copy of the paper put to the PCC on 8 March 2018 is attached. The policy set out in that paper is drawn from the DBS sample policy statement..</p> |
| Safeguarding implications | Since the PCC passed this policy in 2018, the parish has made significant progress in the processes we use to recruit volunteers. But there is still work to do and we are currently taking this forward. Our church management software ChurchSuite is invaluable in enabling us to set up and make available to teams in the parish a checklist or 'flow' of steps they need to take to ensure their recruitment of new members is safe. We will review those 'flows' to ensure that they incorporate the requirements of this policy. |