

## **SAFEGUARDING AND DBS UPDATE**

A number of new provisions are being introduced under the Safer Recruitment and People Management Guide which has to be implemented by PCCs by 4<sup>th</sup> January (it is ok if they have all seen it by then but their meetings to formally implement don't take place until later in the month)

1) Folk entering into volunteer roles must undertake Basic Awareness and Foundation safeguarding training (whichever is appropriate and every volunteer should at least undertake Basic Awareness) within three months of taking up a position, or they stand down.

2) If Leadership Safeguarding training is required this must be done within six months, or they stand down.

(Please note elected people cannot be asked to stand down at the moment but this may change next year and the Truro Diocese archdeacons will be checking up, particularly churchwardens).

3) All folk who have to undertake Leadership (level 2) safeguarding training must also now do Domestic Abuse training. Those who currently already have Leadership C2 have a year to do this. It is accessed through the on line training portal on the Diocese website)

4) Any DBS check which has been done after 1<sup>st</sup> October this year will only last three years

5) In three years time, those whose DBS check was done between 31<sup>st</sup> September 2019 and 1<sup>st</sup> October 2021 will be contacted by the Diocese and recommended to obtain a new DBS earlier than the five year period their checks used to last. Specifically, they might like to apply for a new DBS at the same time as their next Leadership (C2) training is due so everything comes at the same time. Some Clusters intend to recommend all worship leaders apply for re licensing at the same time too.

6) **All leaders of organisations/groups in the parishes must take the on line Safer Recruitment Training course.** This is also accessible through the Safeguarding portal on the Truro Diocese website (if you are up to date with your safeguarding you will already be registered on the portal). The course works on the Diocese recommended forms but in the Callington cluster these are combined as the "Callington Cluster Safer Recruitment form", copies of which Amy (who is in overall charge of Safer Recruitment for the Cluster) and I hold on computer. Leaders of most non child related Parish organisations/groups already hold these. As this may be a bit much for folk running groups with little access to children or vulnerable folk like the flower or cleaning rota organisers, I suggest parishes arrange among themselves someone who might help with this eg the leader of another Parish group doing the on line training anyway. They can also help with the completion of the Callington Cluster Safer Recruitment forms for new volunteers.

7) Every volunteer role requires a proper job description, clear expectations of what is expected to be done, and what is not. We are to guard against "Job slide" eg. a person recruited to help with the cleaning finding themselves expected to purchase the cleaning materials and clear the dead flowers. Also,

each volunteer needs to know who is in overall charge of the group they are in and there should be regular (informal) meetings to chat, make changes and ensure all is ok. A set of job descriptions is to be circulated by the Diocese but may need adapting to our individual needs, best done apparently by chatting with existing volunteers about what they do and how it might be better achieved, with the volunteers providing a lot of the input.

Once again, don't shoot the messenger!

Maxine Browne (Cluster Safeguarding co-ordinator)