

# Safeguarding

for everyone working with children and youth



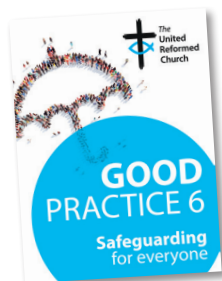
## You must:

- be safely recruited
- complete the correct level of training
- read the safeguarding policies in the church and know who the church Safeguarding Coordinator is
- be supervised by someone.

## Useful documentation

All relevant safeguarding documents can be found here: [bit.ly/urcsafeguarding](https://bit.ly/urcsafeguarding). This is the best place to look for updated guidance.

- Volunteer application form SR1: [bit.ly/4cqJeCu](https://bit.ly/4cqJeCu)
- Volunteer reference request form SR2: [bit.ly/4cqJeCu](https://bit.ly/4cqJeCu)
- Paid worker application form: [bit.ly/3SM8Y5o](https://bit.ly/3SM8Y5o)
- Sample Interview Questions SR3: [bit.ly/4cqJeCu](https://bit.ly/4cqJeCu)
- Code of Conduct for those working with Under 18s C1: [bit.ly/4cqJeCu](https://bit.ly/4cqJeCu)
- *They've asked me to be a children's work volunteer:* [bit.ly/3yNV1Nc](https://bit.ly/3yNV1Nc)
- *They've asked me to be a youth work volunteer:* [bit.ly/4dCZKQI](https://bit.ly/4dCZKQI)



## Useful resources for children and young people

- *Raise your Roar with Roarry:* [thirtyoneeight.org](https://thirtyoneeight.org). A range of resources to help you talk to children about safeguarding.
- *Your Faith, Your Online World:* A multi-denominational project, aimed to support young people across the UK explore what it means to have faith, and navigate life online: [thinkific.com](https://thinkific.com).

## Safer recruitment

Churches need to use their own judgement in applying these procedures, and it may vary for different roles, but key steps typically include:

Stage	For volunteers	For paid workers
Preparation	<ul style="list-style-type: none"> <li>• Provide a role description</li> <li>• Specify what level of disclosure and barring check will be required</li> <li>• Decide where and how to advertise the role.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide a written job description and person specification</li> <li>• Specify what level of disclosure and barring check will be required</li> <li>• Make clear the expectations regarding contact with, and responsibility for, children or adults at risk, and what level of supervision will be provided for these duties</li> <li>• The position is advertised.</li> </ul>
Application process	<ul style="list-style-type: none"> <li>• Application form</li> <li>• For certain roles, a self-declaration form will be needed.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Self-declaration form</li> <li>• Interviewed by a panel (not just one person)</li> <li>• Safeguarding has been discussed at interview.</li> </ul>
Interview or discussion	<ul style="list-style-type: none"> <li>• Safeguarding issues taken into consideration eg reasons for taking on role, relevant experience, any problems in previous roles.</li> </ul>	<ul style="list-style-type: none"> <li>• Safeguarding issues taken into consideration eg reasons for taking on role, relevant experience, any problems in previous roles.</li> </ul>
References and checks	<ul style="list-style-type: none"> <li>• Appropriate level of DBS / Disclosure Scotland check</li> <li>• Written references have been obtained and followed up, ideally at least one</li> </ul>	<ul style="list-style-type: none"> <li>• Written references have been obtained and followed up</li> <li>• Qualifications have been verified</li> <li>• Appropriate level of DBS/ Disclosure Scotland check completed</li> </ul>

References and checks	<ul style="list-style-type: none"> <li>• from someone who knows of their work with children, young people or adults at risk.</li> </ul>	<ul style="list-style-type: none"> <li>• An applicant's UK residency status and / or right to work in the UK will be checked when recruiting for a paid role.</li> </ul>
Induction, training and support	<ul style="list-style-type: none"> <li>• A suitable induction training programme is provided</li> <li>• Ensure volunteers have copy of church safeguarding policy and relevant Codes of Conduct</li> <li>• Require attendance at relevant level of safeguarding training (see flow chart)</li> <li>• Volunteer knows who to contact with any queries or concerns</li> <li>• Set expectations of how work will be supervised</li> <li>• Volunteer is introduced to the elders or equivalent leadership team.</li> </ul>	<ul style="list-style-type: none"> <li>• A suitable induction training programme is provided</li> <li>• The appointee has been given a copy of the church / organisation safeguarding policy and knows how to report concerns</li> <li>• Copies of relevant Codes of Conduct have been provided and signed</li> <li>• A probationary period has been agreed</li> <li>• Supervision expectations are set</li> <li>• Advanced safeguarding training has been attended</li> <li>• Worker is introduced to Synod lead for children's and youth work (CYDO or equivalent).</li> </ul>

### Foundation Safeguarding Training

This course will look at what abuse is and how it can be recognised in line with legislation. The course focuses on the 4 Rs alongside the procedures specific to the United Reformed Church.

### Intermediate Safeguarding Training

The course will explore the challenges presented by safeguarding in churches based on previous cases. The course also looks into developing safer cultures in all aspects of work in the church and how we can ensure safer practices to try and prevent concerns occurring.

### Advanced Safeguarding Training

A look into unconscious bias and how this can impact our responses in safeguarding. Information on grooming, how this can manifest and what barriers we can put in place to prevent it. Scenarios to consider the nuances of safeguarding in a church.

# Safeguarding Training (England only) – which level is needed for each role

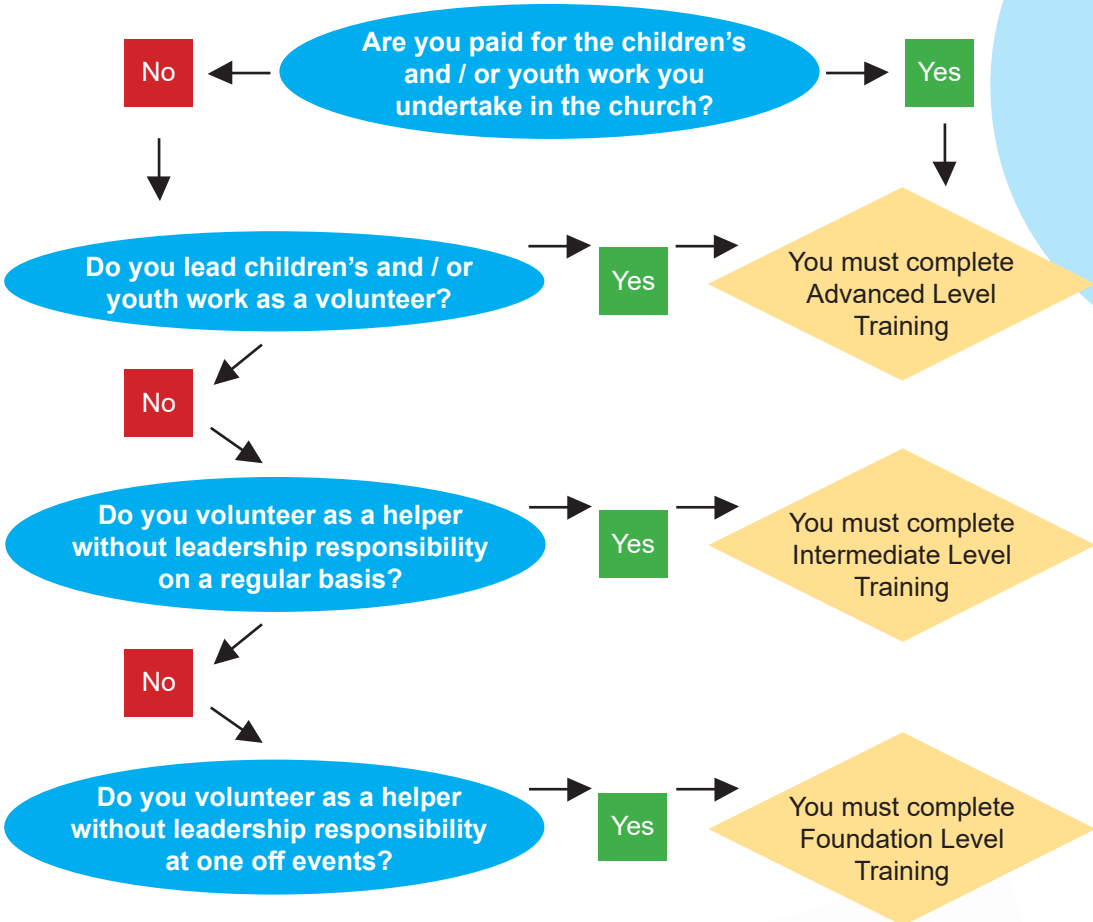


If you are in Scotland, please visit

[bit.ly/4dDLbMO](https://bit.ly/4dDLbMO). If you are in Wales, please speak to your SSO.

All staff in Wales must undertake Welsh training, found here:

[bit.ly/3M3IDvz](https://bit.ly/3M3IDvz). Please discuss with your SSO whether you need Group B training.



Advanced Level Training covers how children and young people can be groomed and how to recognise unacceptable behaviour in adults who work with them and is available to all.

