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Procedure

for Staff and Volunteers **Adopted on 20 September 2020**

Purpose

The *Procedure for Staff and Volunteers* sets out a procedure for recruiting, screening, training and resourcing all staff and volunteers, particularly those engaged in Child-related Work (within the meaning of the **WWCC Legislation**) or Regulated Activity (within the meaning of **WWVP Legislation).**

Scope

Part 1 of the Procedure applies to Recruitment and Screening of all staff and volunteers within the Church.

Part 2 of the Procedure applies to the Induction of all staff and volunteers

Part 3 of the Procedure applies to Training and Resourcing of all staff and volunteers

Part 4 of the Procedure applies to Recordkeeping and Review of documents related to staff and volunteers

The procedures set out in this policy will have immediate effect from the date of its adoption for new appointments.

Existing staff and volunteers were already required to comply with many elements of the policy (e.g. WWVP clearances, Safe Churches training). They must comply with all other requirements of the policy within six months of the policy being adopted.

This Procedure should be read in conjunction with the *Safe Church Policy* and:

* *Screening Check Questionnaires*
* *Safe Church Register*
* *Code of Conduct*
* *Privacy Policy*

# **Part 1 – Recruitment and Screening**

Category 1 a - Pastoral staff and staff in leadership roles and/or engaged in child-related work or work with vulnerable adults

The screening process for pastoral staff applies

* + to any staff member, who undertakes pastoral work in or on behalf of the church. (This typically includes any role that includes the word ‘Pastor’ or ‘Minister’ but may include other roles);
  + to any staff member in a leadership role;
  + to any staff member engaged in work with vulnerable people; and
  + in addition to any requirements of the Baptist Churches of NSW & ACT Committee for the Ministry or the Standing Orders.

1. Prior to recruitment:
   1. the **position description** will be reviewed and updated if necessary;
   2. the position will be advertised appropriately; and
   3. the position description and/or advertisement will state that any offer of employment is subject to applicants:
      * agreeing to abide by, and upholding, the *Code of Conduct*;
      * completing a *Screening Check Questionnaire*;
      * undergoing a National Police Criminal Record Check; and
      * being eligible for, or holding a current clearance in accordance with **WWVP Legislation**.
      * In addition, for pastoral staff,
      * agreeing to abide by and uphold the *Code of Ethics and Conduct*
2. Applicants for the position will submit a written application including a resume and an outline of their willingness to commit to the mission and values of the Church
3. Shortlisted applicants will:
   1. complete a *Screening Check Questionnaire*;
   2. be interviewed by a committee appointed by the Diaconate or a Church meeting;
   3. be subject to a National Police Criminal Record Check;
   4. provide evidence of a current clearance in accordance with **WWVP Legislation**; and
   5. provide at least 2 references
4. Successful applicants will:
   1. sign and agree to abide by the *Code of Conduct;*
   2. participate in an induction process to enable them to safely fulfil their position, including being given a copy of the *Safe Church Policy* and all Procedures and guidelines; and
   3. (in addition, for Pastoral Staff) provide evidence that they are Accredited or Recognised by the Baptist Churches of NSW & ACT (or have applied to be Accredited or Recognised) or an equivalent body of another mainstream Christian Church.

Category 1 b - Staff who are not in leadership roles and are not engaged in child-related work or work with vulnerable adults

The screening process for staff who are not engaged in child-related work or work with vulnerable adults applies

* + to any staff member to whom the screening process in Category 1 a does not apply; and
  + in addition to any requirements under the Standing Orders.

1. Prior to recruitment:

* 1. the **position description** will be reviewed and updated if necessary;
  2. the position will be advertised appropriately; and
  3. the position description and/or advertisement will state that any offer of employment is subject to applicants:
     + agreeing to abide by, and upholding, the *Code of Conduct*;
     + completing a *Screening Check Questionnaire*;

2. No person will be appointed unless they have:

* 1. completed a *Screening Check Questionnaire*;
  2. been interviewed by **a** committee appointed by the Diaconate or a Church meeting;
  3. provided a minimum of 2 references

3. Successful applicants will:

* 1. sign and agree to abide by the *Code of Conduct; and*
  2. Participate in an induction process to enable them to safely fulfil their position, including being given a copy of the *Safe Church Policy* and relevant procedures and guidelines.

Category 2 a - Volunteers in leadership roles, engaged in child-related work and/or engaged in work with vulnerable adults\*

The screening process for volunteers engaged in child-related work or work with vulnerable adults applies to:

* + Deacons, including the Secretary and the Treasurer;
  + any volunteer involved in ministry to children and/or young people (this may include children’s ministry, playgroup, creche, youth ministry, families ministry);
  + any volunteer engaged in a role that includes leadership of a ministry area in which children or young people are also part of the ministry team; and
  + any volunteer engaged in ministry to vulnerable adults.

1. Prior to being appointed, a potential volunteer will:

* 1. be provided with a current **position description**
  2. complete a *Screening Check Questionnaire*;
  3. be interviewed the Ministry Leader (specified by the Diaconate)
  4. sign and agree to abide by the *Code of Conduct*
  5. either (i) provide evidence that that have completed Creating Safe Spaces training within the past 3 years, or (ii) complete the online component of the Creating Safe Spaces training and commit to attend face-to-face training within 9 months
  6. provide evidence that they hold a current clearance in accordance with **WWVP Legislation** (unless the volunteer is aged under 18).
  7. participate in an induction process to enable them to safely fulfil their position, including being given a copy of the *Safe Church Policy* and relevant procedures and guidelines.

1. Prior to the volunteer commencing in the role the volunteer will participate in an induction process to enable them to safely fulfil their position, including being given a copy of the *Safe Church Policy* and relevant procedures and guidelines.

Category 2 b - Volunteers not in leadership roles or engaged in child-related work or work with vulnerable adults

The screening process for volunteers not-engaged in child-related work or work with vulnerable adults applies to

* + any volunteer who is **not** a Deacon, Ministry Leader, engaged in child-related work or engaged in work with vulnerable adults. (this may include volunteers on the flower, cleaning or maintenance roster)

1. Prior to being appointed, a potential volunteer will:
   1. be provided with a current **position description;**
   2. complete a *Screening Check Questionnaire*;
   3. be interviewed by the relevant Ministry Leader (as specified by the Diaconate); and
   4. sign and agree to abide by the *Code of Conduct;* and
2. Prior to the volunteer commencing in the role:
   1. The Safe Church Team will obtain written parental consent for the volunteer to undertake the role suggested (if the volunteer’s age is less than 18), and
   2. The volunteer will participate in an induction process to enable them to safely fulfil their position, including being given a copy of the *Safe Church Policy* and relevant procedures and guidelines.

Category 3 – Supervised volunteers aged under 18

*The Church may determine that specific 16 or 17-year-olds have sufficient maturity to volunteer without direct supervision, despite being under 18 years of age. N****ote that there should always be at least one adult leader on-site and participating in the program.***

1. Prior to being appointed, a potential volunteer will:
   * be provided with a current **position description;**
   * complete a *Screening Check Questionnaire*;
   * be interviewed by the Ministry Leader (specified by the Diaconate);
   * sign and agree to abide by the *Code of Conduct;* and
   * if over sixteen years of age and working with children or vulnerable adults, provide evidence of a current clearance in accordance with **WWVP Legislation***.*
2. Prior to the volunteer commencing:
   * The Safe Church Team will obtain written parent/guardian consent for the volunteer to undertake the role suggested if the volunteer is under 16 years old (we also recommend getting parent/guardian consent for 16 and 17-year-olds wherever possible);
   * The volunteer will participate in an induction process to enable them to safely fulfil their position, including being given a copy of the *Safe Church Policy* and relevant procedures and guidelines, and an additional briefing on child protection responsibilities and practices, including the procedures and guidelines relevant to their area of ministry.

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *Please see category definitions for further detail* | **Application & Screening**  **questionnaire** | **BA Code of Ethics and Conduct** | **Accreditation or Recognised Minister** | **Interview, reference checks, induction** | **Code of Conduct** | **WWCC\*/ WWVP** | **CSS** | **Police Check** |
| **1a**: Pastoral Staff | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| **1a:** Staff engaged in leadership, child-related work or work with vulnerable adults | Yes | No | No | Yes | Yes | Yes | Yes | Yes |
| **1b:** Other Staff (not engaged in leadership, child-related work or work with vulnerable adults) | Yes | No | No | Yes | Yes | No | No | Maybe  at church discretion |
| **2a:** Volunteers in leadership, child-related work or work with vulnerable adults | Yes | No | No | Yes | Yes | Yes | Yes | No |
| **2b:** Other Volunteers (not engaged in leadership, child-related work or work with vulnerable adults) | Yes | No | No | Yes | Yes | No | No | No |
| **3a:** Volunteers aged 16 or 17 in child-related work | Yes  (use under 18 screening) | No | No | Yes | Yes | Yes | No | No |
| **3b:** Volunteers aged 16 and 17 not in child related work. | Yes  (use under 18 screening) | No | No | Yes | Yes | No | No | No |

# Part 2 – Induction

* 1. All staff and volunteers will be provided with an induction appropriate to their role. This induction may include:
  2. an overview of general site health and safety expectations;
  3. operating procedures that apply to relevant equipment;
  4. the content of the *Code of Conduct* and expectations and appropriate behaviours for staff and volunteers as set out in the *Safe Church Policy*;
  5. the role description and any reporting structure;
  6. expectations regarding Creating Safe Spaces training, if appropriate
  7. an overview of the *Procedures for Handling Complaints against Staff and Volunteers, Conflict Resolution and Responding to Child Protection Concerns*;
  8. who to contact in the event of any conflict, concerns or complaints; and
  9. any Guidelines appropriate to their ministry area.
  10. A record of the induction (including the name of the person giving the induction, the date of the induction and the topics covered) will be kept.

# Part 3 – Training and Resourcing

* 1. Creating Safe Spaces Training

a) All staff and volunteers engaged in leadership and/or child-related work and/or work with vulnerable adults will:

* + - attend Baptist Churches NSW & ACT Creating Safe Spaces Training (or other SCTA approved face-to-face training) at least once every 3 years; or
    - if they have not attended such training prior to appointment, will complete the online component of the training prior to commencement and commit to attend the face-to-face component within 9 months of commencement.

c) The Safe Church Team will ensure that information about staff and volunteer attendance at Creating Safe Spaces Training is recorded in the *Safe Church Register*.

* 1. Other training

Church Leadership (or Ministry Leaders) will arrange ongoing staff and volunteer training as required.

* 1. Resourcing

The Diaconate will ensure that Church programs are adequately resourced with staff and volunteers and have the required equipment for the safe and effective running of the program. 

* 1. Supervision

The Diaconate will provide ongoing support and supervision for all staff and volunteers, to ensure they feel valued, respected and fairly-treated, including:

* + 1. up to date *Safe Church Policy*, guidelines and procedures;
    2. formal or informal support mechanisms, so that staff and volunteers have a clear understanding of who to go to for support and what type of support is available to them (for example, team meetings, counselling, prayer); and
    3. where appropriate, an annual process of position review to provide an opportunity for mutual feedback and encouragement.

# Part 4 – Recordkeeping and Review

* 1. Recordkeeping

For each staff member or volunteer, the following items should be recorded and kept for a minimum of 45 years.

* + 1. their written application for the position (if applicable);
    2. their completed *Screening Check Questionnaire*;
    3. all notes relating to the interview and reference checks (if applicable);
    4. notes confirming the content and date of their induction;
    5. signed *Code of Conduct;*
    6. signed *Code of Ethics and Conduct* (if required);
    7. a copy of the *National Police Criminal Record Check* (if required);
    8. evidence of their current WWVP (if required);
    9. evidence of the date of completion of Creating Safe Spaces training (or equivalent SCTA approved training with a face-to-face component); and
    10. records of all other relevant training, incidents, annual reviews, etc

Any items which contain sensitive information (such as Screening Questionnaires, Safe Church Concerns Forms, investigation notes and reports) must be kept in a manner which protects confidentiality and will only be accessed by a limited number of authorised persons (for example, the current Senior Pastor).

* 1. Safe Church Register

The church must maintain a *Safe Church Register* which records a summary of necessary screening and training for all staff and volunteers.

* 1. Review
  2. Pastoral Staff should participate in pastoral or professional supervision in addition to other review processes.
  3. Staff should participate in a formal review process each year. This process should
     + review the position description and make any necessary amendments;
     + provide an opportunity for mutual feedback and encouragement;
     + identify opportunities for training and development in the following twelve months; and
     + consider involving a committee comprising members of the governance body and any other church members who may be appropriate
  4. Where appropriate, volunteer positions should be reviewed at least annually to identify areas for support or development and to amend role descriptions where appropriate.

**Definitions**

*Ministry Leader* means a person responsible for overseeing an area of ministry.