**Safer Recruitment at St Luke’s and Cronton Mission 2024**

At St Luke’s and Cronton Mission we are committed to excellence in safeguarding practice. We welcome volunteers and do not wish to deter people from volunteering to work within St Luke’s Church and Crontom Mission, in all aspects of voluntary work. To volunteer for any position within the Church of St Luke’s and Cronton Mission, the person must have been a regular attendance of Church Services for 6 months.

At St Luke’s and Cronton Mission we aim to:

* **Promote** the welfare of children, young people and adults at risk of harm.
* **Prevent** abuse occurring.
* **Protect** those at risk of abuse.
* **Respond** well to those who have been abused

We follow the Diocese of Liverpool Safer Recruitment criteria. And recruit employed workers and volunteers with the same criteria.

All volunteers who work with children, young adults and vulnerable adults are recruited through a safe recruitment criteria.

It addresses two main areas.

* The recruitment process

Job description, Application Form. Two references.

 To complete a Self- Declaration form.

.Criminal record checks Disclosure &Barring Service (DBS) for volunteers wishing to work with children, young adults and vulnerable adults.

We also make it aware that volunteers for other roles such as serving tea, flower arrangers and choir within the church, follow a similar protocol. Identifying their skills and experience for the role that they are volunteering for.

All volunteers are interviewed for the role by the appropriate person. Lead Recruiter (who represents PCC) and the main person who leads the specific team for the role applied for.

The church policy is given and explained and the person signs a form to say, that they will adhere to the policy

Discussion held on ongoing training, volunteers are encouraged to complete the diocese Basic and Foundation Safeguarding Training courses/

Team Leader for the role will act as mentor for support and guidance

Throughout the process the volunteer will be supported by the Safeguarding Coordinator.

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