

From the creators of Safeguarding Dashboards Safer Recruitment Hub

Making life simpler for parishes

Little Wallbottle
Safer Recruitment Hub

Tiddlies Praise — Leader

A parent and toddler group that meets on Tuesday mornings.

Step 1 — Select a template from our library

Parent and toddler group leader ▼

Step 2 — Customise the role summary

Tiddlies Praise welcomes families with pre-school children for fun, games, friendship and a short act of toddler-friendly worship. A team of leaders plan and oversee the running of this important mid-week activity.

Step 3 — What will the volunteer be doing?

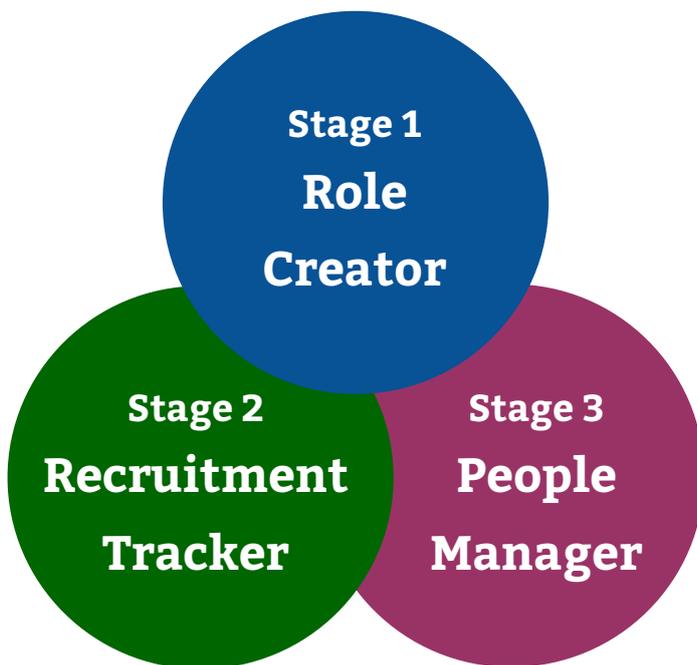
- Setting up craft activities
- Setting up food and drink
- Creating space for children to talk and play with each other
- Helping children with craft activities
- Welcoming parents and carers
- Serving refreshments during the session
- Serving refreshments after the session
- Being aware of any health and safety matters that may affect the group and take appropriate action

From the creators of Safeguarding Dashboards

Safer Recruitment Hub

'Safer recruitment' is an essential part of the Church of England's approach to safeguarding. The House of Bishops first published safer recruitment guidance in 2015 (and revised it in 2016). That original guidance has been replaced with new [Safer Recruitment and People Management Guidance](#), which must be fully implemented by January 2022.

To help parishes with the implementation of this new guidance, the creators of [Safeguarding Dashboards](#) are developing a *Safer Recruitment Hub*.



The *Safer Recruitment Hub* simplifies the recruitment of church volunteers who work with children, young people or vulnerable adults.

The *Safer Recruitment Hub* will be developed in three stages:

- ✓ **Stage 1 – Role creator**
Every voluntary role that involves substantial contact with children, young people or vulnerable adults requires an Advert, Role Description and Person Specification. The *Safer Recruitment Hub* will have an extensive library of templates that can be easily customised for each specific role.
- ✓ **Stage 2 – Recruitment tracker**
The safer recruitment process comprises a series of mandatory steps. A mini-dashboard for each prospective volunteer will have a sequence of lights that turn green as each step is completed.
- ✓ **Stage 3 – People manager**
The *Safer Recruitment Hub* will continue to assist parishes with the ongoing support and oversight of everyone who has been safely recruited. For example, it will remind Safeguarding Officers when DBS checks need to be renewed, and when safeguarding training needs to be refreshed.

The *Safer Recruitment Hub* will also have the following key features:

Clear and simple

The *Safer Recruitment Hub* will be fully integrated with *Safeguarding Dashboards*, and will build upon its reputation for clarity and simplicity.

Responsive design

The *Safer Recruitment Hub* will work equally well on a laptop, tablet or mobile phone.

Safer recruitment records

The *Safer Recruitment Hub* will automatically keep a record of non-confidential information relating to the safer recruitment process. This will provide assurance and evidence that the safer recruitment process has been correctly followed.

Stage 1 — Role creator

Every voluntary role that involves substantial contact with children, young people or vulnerable adults requires an Advert, Role Description and Person Specification. The *Safer Recruitment Hub* will have an extensive library of templates that can be easily customised for each specific role.

Our aim is that a parish can customise and download an Advert, Role Description and Person Specification in just a few minutes.

- **Step 1 — Select a template from our library**
We will work closely with dioceses and the National Safeguarding Team to produce an extensive library of high-quality templates.
- **Step 2 — Customise the role summary**
Each template will have a standard role summary that can be easily adapted for a specific role.
- **Step 3 — Choose the key responsibilities**
Each template will have a list of common responsibilities that are often associated with the role. A parish user can simply select the ones that are relevant, and then add any others that are needed.
- **Step 4 — Select the correct type DBS check and training requirements.**
Each template will have guidance about the type of DBS check and safeguarding training that is required.
- **Step 5 — Download the documents**
The final step is to download the finished Role Description and Person Specification. These documents will be fully compliant with the latest requirements from the House of Bishops.

The image shows a smartphone screen with a role creation form. The form is titled 'Tiddlies Praise — Leader' and includes a description: 'A parent and toddler group that meets on Tuesday mornings.' The form is divided into three main sections: 1. Select a template from our library, where 'Parent and toddler group leader' is selected from a dropdown menu. 2. Customise the role summary, where a text box contains the description: 'Tiddlies Praise welcomes families with pre-school children for fun, games, friendship and a short act of toddler-friendly worship. A team of leaders plan and oversee the running of this important mid-week activity.' 3. What will the volunteer be doing?, which is a checklist of tasks: 'Setting up craft activities' (checked), 'Setting up food and drink' (unchecked), 'Creating space for children to talk and play with each other' (checked), and 'Helping children with craft activities' (checked).

Stage 2 — Recruitment tracker

A mini-dashboard for each prospective volunteer will have a sequence of lights that turn green as each recruitment step is completed.

Once the dashboard has a complete set of green lights, it will be possible to download a customised Volunteer Agreement at the click of a button. This will comprise the agreed Role Description, together with all the relevant safeguarding information.

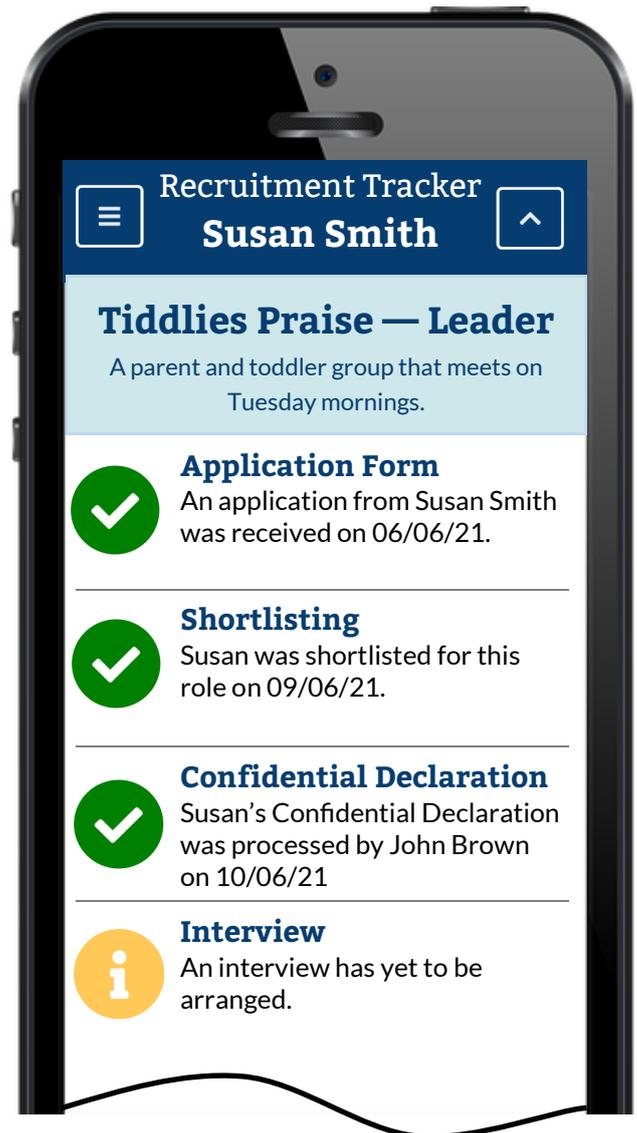
A volunteer will be able to accept the agreement by either:

- Clicking a secure link embedded within the pdf document; or,
- Signing and returning a paper copy of the agreement.

In accordance with the House of Bishops' requirements, the acceptance of the Volunteer Agreement will then add three more lights to the application dashboard. These lights will turn green when the volunteer has completed their:

- Induction
- Settling-in period
- Safeguarding training

These final green lights will conclude the safer recruitment process, and the application dashboard will then be archived.



Stage 3 — People manager

The Safer Recruitment Hub will continue to assist parishes with the ongoing support and oversight of everyone who has been safely recruited.

For example, it will:

- Remind Safeguarding Officers when DBS checks need to be renewed.
- Remind Safeguarding Officers when safeguarding training needs to be refreshed.
- Keep non-confidential evidence of accountability, oversight and supervision in accordance with the requirements of the House of Bishops.

These are yet further ways in which the *Safer Recruitment Hub* will make life simpler for parishes.

