Safer Recruitment and People Management Guidance (2021)
SESSION AIM

• To raise awareness of the Church of England Safer Recruitment and People Management Guidance (2021) and its implications for parishes and churches across the Diocese and introduce the self audit tool – the Dashboard
DETAILS OF THE GUIDANCE

• **Scope:** focused on roles that include substantial contact with children, young people and vulnerable adults
• **Structure:** split into three sections:
  • Requirements – ‘must do’s’
  • Good practice – advice and explanations on how to deliver; why?
  • Toolkit – templates to be used when they don’t exist (available on the **e- Manual**)
REQUIREMENTS
KEY CHANGES

• DBS Renewals – Every 3 years
• DBS Portability – Must use DBS Update Service
• Confidential Declaration Forms – Only for roles eligible for an Enhanced DBS check

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KEY CHANGES

- Training compulsory for those recruiting and supervising postholders in roles within the scope of the Guidance
- Introduction of the Assessment Tool
- Extension of the ‘safer’ element into the ‘people management’ systems
WHAT NEXT?

• Use Assessment Tool
  • to identify compliance, progress, gaps and actions

• Have policies and procedures that are:
  • sensible and proportionate
  • simple, clear
  • applied fairly and consistently
  • accessible

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WHAT NEXT?

• Identify a responsible person for any role that falls within the scope of the Guidance
• Encourage PCC to have safeguarding as a standing item on their agenda
• Engage in Area meetings where good practice and learning is shared
• Utilize the Dashboard system
• Use Training Portal to learn more

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SAFEGUARDING DASHBOARD

• Invitations sent to Incumbent and PSOs as ‘owners’ of the Dashboard.

• Additional ‘owners’ can be added – safeguarding@oxford.anglican.org

• Three levels to complete, plus safer recruitment and people management section to complete by end of 2021.
Timeline

• Implementation date 1st January 2022

• DBS changes offer a two-year window from implementation date

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RESOURCES

- E-Manual
- Workshops
- Assessment Tool
- Safeguarding Training Portal
- Diocesan Parish Toolkit
- FAQs

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QUESTIONS AND REFLECTIONS

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