The Parish of Pattingham with Patshull
St Chad`s Church, Pattingham with Patshull

Registered charity number 1151604

Following Christ in the footsteps of St Chad, by living out our faith; taking the church to the community and growing the church.

Safer Recruitment Policy

1 Introduction

1.1 This policy takes account of the latest versions of the Lichfield Diocese Safeguarding Policies and Safer Recruitment Practice Guidance, at https://www.lichfield.anglican.org/safeguarding-resources/

1.2 St Chad`s Church, Pattingham with Patshull is committed to the safeguarding and protection of all children, young people and adults, and to the care and nurture of all people within our church community.

1.3 The Parish Safeguarding Officer will support PCCs in selecting, training and supporting all those, whether paid or unpaid, who have any responsibility within the Church, in line with the Safer Recruitment procedures outlined in this document and the Church of England Safer Recruitment and People Management Code of Practice 2026.

2 Responsibilities of the PCC

2.1 The PCC is responsible for the appointment of all people who take up any role within the church which brings them into direct contact with children and/or vulnerable adults.

2.2 The PCC will take all reasonable steps to prevent those who might harm children or adults from taking up positions of respect, responsibility or authority where they are or might be trusted by others.

2.3 The PCC will ensure that recruitment and selection processes are inclusive, fair, consistent and transparent.

2.4 The PCC will adhere to safer recruitment legislation, guidance and standards, and respond to changing understanding of safer recruitment practice.

3 Responsibilities of the Parish Safeguarding Officer

3.1 The Parish Safeguarding Officer will monitor the PCC's adherence to the following safer recruitment procedures and will review those procedures regularly.

3.2 The Parish Safeguarding Officer will ensure that at least one member of the PCC undertakes regular training on safer recruitment practice guidance.

4 Recruitment Procedures

4.1 During any recruitment process, the PCC will adhere to the following procedures:

4.1.1 Recruitment adverts or details of the post will affirm that recruitment is carried out in line with safer recruitment practices.

4.1.2 All posts, whether paid or voluntary, which involve direct contact with children and/or vulnerable adults, will have role descriptions and person specifications attached to them, which include DBS requirements.

4.1.3 Any interviews carried out with applicants will be conducted by a member of the PCC or their appointee whenever possible and appropriate.

4.1.4 Interview questions will be based on role descriptions and person specifications and will be carried out in accordance with Equal Opportunities principles and good practice.

This policy was adopted by the Parochial Church Council on 17th November 2026

Next Review Date: November 2027