

# SAFER RECRUITMENT



## What is safer recruitment within the context of the Church?

It means making sure anyone who volunteers with children, young people or vulnerable adults and completes regulated activity, has gone through a defined process. Safer Recruitment is about ensuring the right people are in the right roles and preventing those that may pose a risk to others from representing the Church.

### 1 Why is it important?

- Safer recruitment is in every organisation with engagement with children and Adults at Risk.
- It is the national policy of the Catholic Church

### 2 Keeping everyone safe

Our parish communities often have a natural culture of trust, but this can be exploited. Safer Recruitment makes sure we verify the suitability of our volunteers, not just assume it.

### 3 Who does it apply to?

- Clergy, including Bishops, priests, deacons and visiting clergy
- Overseas clergy also go through a similar process.
- Catechists, altar servers, youth workers, sacristans, Eucharistic ministers, PSRs, memory club volunteers, liturgists and many other roles.
- If you are unsure, please contact the safeguarding office on their email:  
[safeguardingoffice@rcaos.org.uk](mailto:safeguardingoffice@rcaos.org.uk)

### 4 What does it entail?

- Clear Role Descriptions: so both the Church and volunteer know exactly what the role involves
- References from two or more people who know the applicant's background
- Interview assessing suitability and attitude around safeguarding
- Disclosure and Barring Service (DBS) checks
- Safeguarding training: everyone completing regulated activity must complete the CSSA on-line safeguarding training
- Volunteer registration forms: This is an additional requirement for all volunteers within the Archdiocese of Southwark and includes signing a code of conduct

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