

9 March 2026



### Tadley with Pamber Heath & Silchester Statement on Safer Recruitment

1. In local Churches the responsibility for appointments rests with the PCC. Responsibility can be delegated but the person must have been safely recruited him / herself, be capable and competent in recruitment and be able to keep personal matters confidential.
2. The Tadley with Pamber Heath & Silchester Statement on the Recruitment of Ex-Offenders enables applicants to be clear about how they will be treated if they are ex-offenders.
3. The parish has adopted the House of Bishops' safeguarding policies Church of England and Methodist Joint Policy on Safer Recruitment (a) and reviews the Safeguarding Policy (b) annually.
4. A clear job description, which sets out what tasks the applicant will do, will be provided and training given where necessary.
5. References will be requested and followed up for new applicants.
6. Completion of a Confidential Declaration is required. This asks if there is any reason why an applicant should not be working with children and adults experiencing, or at risk of abuse or neglect.
7. It is the policy of the Church of England that all those who work regularly with children and / or adults experiencing, or at risk of abuse or neglect, must have, where appropriate, an enhanced criminal record check. The Diocesan Safeguarding Adviser is there to give advice and must be contacted if an applicant discloses any information in his / her Confidential Declaration.

Approved by PCC meeting of: 9 March 2026

Signed by: PCC Chair

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*Steve McKay*..... (Signature)

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STEVE MCKAY..... (Name)

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9/3/26..... (Date)

Parish Safeguarding Officer

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*Hannah Evans*..... (Signature)

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HANNAH EVANS..... (Name)

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9.3.26..... (Date)

9 March 2026



(a) Joint Policy Statement on Safer Recruitment

The Church of England and Methodist Church are committed to the safeguarding and protection of all children, young people and adults, and the care and nurture of children within our church communities. We will carefully select, train and support all those with any responsibility within the Church, in line with Safer Recruitment principles.

This means that we will:

- Ensure that our recruitment and selection processes are inclusive, fair, consistent and transparent.
- Take all reasonable steps to prevent those who might harm children or adults from taking up, in our Churches, positions of respect, responsibility or authority where they are trusted by others.
- Adhere to safer recruitment legislation, guidance and standards, responding positively to changing understandings of good safer recruitment practice.
- Produce and disseminate practice guidance on safer recruitment for both Churches, ensuring that such practice guidance is compatible, and keep it updated.
- Always seek advice from human resources personnel to achieve best possible practice.
- Ensure training on safer recruitment practice guidance.
- Introduce systems for monitoring adherence to the Churches' safer recruitment practice guidance and review them regularly.

(b) Safeguarding Policy

The following policy was agreed at the Parochial Church Council (PCC) meeting held on 25 July 2022  
In accordance with the Church of England Safeguarding Policy our church is committed to:

- Promoting a safer environment and culture.
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others.

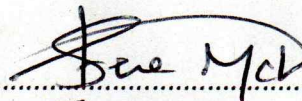
The Parish will:

- Create a safe and caring place for all.
- Have a named Parish Safeguarding Officer (PSO) to work with the clergy and the PCC to implement policy and procedures.

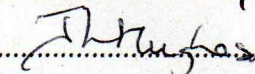
- Safely recruit, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
- Display in church premises and on the Parish website the details of who to contact if there are safeguarding concerns or support needs.
- Listen to and take seriously all those who disclose abuse.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops guidance, including notifying the Diocesan Safeguarding Adviser (DSA) and statutory agencies immediately.
- Offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
- Care for and monitor any member of the church community who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.
- Ensure that health and safety policy, procedures and risk assessments are in place and that these are reviewed annually.
- Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.

Each person who works within this church community will agree to abide by this policy and the guidelines established by this church.

Rector: Revd Steve MacKay

  
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Churchwarden: Mrs Jan Hughes

  
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Date: 9 March 2026