ST BRANDON'S, BRANCEPETH

SAFER RECRUITMENT AND PEOPLE MANAGEMENT POLICY

As part of our response to the new C of E Policy, the PCC has agreed that we should introduce annual 'feedback' meetings which fulfill the requirements for 'ongoing support, accountability, oversight and supervision' for volunteers that is part of the Policy. These are intended to be 'light touch' and proportionate to role, and will be either individual or group-based. In some cases the feedback meeting can be conducted by the group itself. The aim is to include all relevant volunteering roles. In some cases, individuals fulfill more than one role, but for these one meeting covering all roles is anticipated (except where they are also part of a group which conducts its own review). Where reviews are group-based, there should also be an opportunity for anyone to request an individual meeting.

In each case, the issues to be discussed fall into five areas:

1. How are things going for you in your role? What's going well? Could things be different or better, and if so how?

2. Is there any training or development that would be helpful to you in the role?

3. Where relevant (which it will not be in all cases), are there any safeguarding matters of concern? (Note that this does not refer to individual safeguarding cases which should be handled within our Parish Safeguarding Policy.)

4. Are there any additional roles that should be added to the list below?

5. Are there any listed roles which, for whatever reason, are no longer needed?

The meetings need to be undertaken by the end of December, in time for the completed report to be considered in the following year's cycle of review undertaken by the Standing Committee in February and by PCC in March.

Each person who is responsible for conducting these feedback meetings is asked to complete the form below and return it to the PCC Secretary Colin Waterman (mail to: colinwaterman069@gmail.com) so that we have a record that these have taken place, and can respond to any feedback.