

## Appendix 5

### **Paid or Voluntary Worker Agreement.**

This agreement sets out the basis on which leaders and helpers support Forest Fold Baptist Church (FFBC).

### **Representing the church.**

Workers should always seek to behave in a manner that is honouring to God; they should never do or say anything that could bring the church into disrepute and they should never undermine the church's teaching, leaders or other church members.

**Children, young people and vulnerable adults:** All workers should be sensitive to the needs of children, young people and vulnerable adults and must comply fully with FFBC's Safeguarding Policy. This includes having an up-to-date DBS check.

Workers should always comply with the need to ensure the safety of children, young people and vulnerable adults whilst in our care. They should ensure that there are always at least two leaders present at any activity, that a dated record (register) is kept of all leaders and attendees (including visitors) at each event and that any accident or mishap is logged on this register.

Workers should resist all physical contact with children and vulnerable adults but if comforting is necessary by reason of upset or minor injury a hand on the shoulder or an arm around the shoulders may be appropriate. In terms of the specific needs of babies and toddlers, a practical, common-sense approach is required with minimal physical contact but sufficient to ensure they are safe and comfortable. More personal care, eg. nappy changing, medical assistance, etc. must be carried out by the parent or other appropriate allocated person.

Workers should be alert to the possibility that a child, young person or vulnerable adult could be suffering from emotional, physical, or sexual abuse outside the church. They must avoid leading or persistent questioning and **MUST** record their concerns with as much detail as possible and **MUST** discuss the matter with the Safeguarding Co-ordinator or a member of the Safeguarding Team

**False accusations:** workers should avoid putting themselves in a position where false accusations could be made about their behaviour, even years or decades later.

## Church Worker Safeguarding Agreement/Declaration

I confirm that -

***I have an enhanced DBS check and have recently read/reread the FFBC's Safeguarding Policy and the Code of Conduct for Leaders of YP Groups. I will act with sensitivity when dealing with children, young people and adults and will avoid anything that could be construed as inappropriate, neglectful, exploitative or abusive. I will abide by FFBC's Safeguarding Policy and the Safeguarding Code of Conduct and I will also avoid situations in which I could be falsely accused of inappropriate behaviour.***

Name .....

Role (if appropriate) .....

***Signed*** ..... ***Date*** .....