



### **Safer Recruitment Statement for Volunteers**

York Minster welcomes applications from anyone considering the Minster as a place to volunteer and offer their skills and time. Applications are considered on an individual basis and recruitment takes place in line with the Church of England's Safer Recruitment guidelines and the Chapter of York's Safer Recruitment process. Our aim is to provide a mutually beneficial, enjoyable and safe experience for our volunteers and the Chapter of York.

All volunteers are expected to demonstrate a commitment to safeguarding the welfare of all children and adults who may be vulnerable, who are involved with and who visit the Minster. Chapter expects all volunteers and staff to share this commitment. This will include adherence to policies and procedures, following good practice in relation to their own behaviour and conduct and undertaking any safeguarding duties commensurate with their specific role.

The suitability of all prospective volunteers will be assessed during the recruitment process in line with this commitment. For some volunteer roles, Disclosure and Barring Service (DBS) checks are required and offers for these roles are subject to satisfactory checks being undertaken. Examples of the types of roles to which this may be relevant include Servers, Bell Ringers, Honorary Chaplains and Children & Young Peoples' Ministry Helpers.