

Syro-Malankara Catholic Church Apostolic Mission in the UK (England and Wales)

Safer Recruitment Policy Statement

Applies to England and Wales only

Review Cycle: Biennial

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Safer Recruitment Policy (Short)

The Syro Malankara Catholic Church UK is firmly committed to protecting children, young people, and adults who may be vulnerable. To uphold this commitment, the Church will implement thorough and transparent recruitment procedures for all individuals paid or voluntary whose role involves direct contact with children or adults at risk. High standards of safeguarding practice and public accountability must guide every appointment, replacing any reliance on informal trust alone. At the same time, the Church seeks to maintain an environment of openness, honesty, and trust that reflects its core values.

All applicants wishing to work or minister with children or adults at risk are required to complete an application or personal details form as part of the recruitment process. Two references must be obtained, and for paid roles, one of these must come from the applicant's current employer. Paid positions will include a formal interview, while prospective volunteers will take part in a structured discussion to determine their suitability for the role.

Where a role involves direct work or ministry with children or vulnerable adults, the Church will assess whether the position meets the criteria for a Disclosure and Barring Service (DBS) check. If a DBS check is required, the individual must obtain a valid Disclosure Certificate before beginning their duties.

All applicants whether for paid or voluntary positions must be given the opportunity to self-disclose any relevant criminal convictions. Volunteers are not expected to disclose this information prior to or during their initial discussion; however, any relevant convictions must be explored with the applicant before the final decision about their appointment is made.

Additionally, the Church body must ensure that every person appointed to a paid or voluntary position has the legal right to work in the United Kingdom.