

Young Leaders and Helpers

Only those aged 18 and over should undertake work that is eligible for a DBS

Young leaders (aged 16 and 17 years old) may assist in group work, but must be supervised by an adult worker/volunteer at all times and cannot be counted as part of the staffing ratio.

Staff–child ratios, minimum standards.

Child's Age	Number of adults	Number of children
0-2	1	3
2-3	1	4
4-8	1	6
9-12	1	8
13-18	1	10

(Ratios as per the Church of England Safer Environments and Activities guidance 2019)

There should have a minimum of two adults, no matter how few children attend the group and a gender balance be maintained if possible.

Young helpers (aged 14 and 15 years old) may assist in group activities, but should not be directly working with or have responsibility for children and must be supervised at all times by an adult worker/volunteer and cannot be counted as part of the staffing ratio.

Although the age of 18 marks the legal division between adulthood and childhood, it is good practice to have a minimum of five-year difference between the age of the oldest member of the group, inclusive of young leader/helper and the youngest adult worker/volunteer.

Written parental consent must be obtained for any young leader or young helper.

The supervising adult must be safely recruited, hold a clear up-to-date DBS for Regulated Activity (with a check of the barred list) in children's work.

No young leader should be responsible for a young helper.

No supervising adult worker/volunteer should be responsible for more than 1 young leader or young helper at anyone time.

The PCC is the responsible body and are obliged to ensure that supervision is in place at all times during a session.

The PCC must secure insurance cover before allowing young leader's/helper's activity to take place.

All volunteers engaging in children's work must undertake the church's safeguarding training and commit to adhering to the code of conduct.

Where under 16s are involved, the PCC must satisfy themselves that the individual is capable of undertaking safeguarding training, which does include descriptions of types of abuse, reporting procedures and advice on physical contact etc. It must also be recognised that under 16s are themselves considered to be a vulnerable person in the context of safeguarding.

The supervising adult must undertake as a minimum Basic Awareness (formerly C0), Foundations (formerly C1) and Leadership Pathway training.

Young leaders must undertake Basic Awareness (formerly C0), Foundations (formerly C1) training as a minimum, while young helper must undertake Basic Awareness (formerly C0) training as a minimum.

Please see *Employing Young People*, which can be located on the Diocesan Website under HR Guidance- Recruitment (link: [Employing young people - Internships and work experience](#)).

According to Ecclesiastical Insurance;-

There are four areas of safeguarding practice which often have shortfalls and have resulted in abuse of some form.

These are:-

- Supervision
- Training
- Competence/Adherence to codes of conduct
- Evidence (susceptible to being influenced/persuaded not report concerns)

Parents should have confidence and outwardly see that the young person is being supervised/mentored/nurtured and never left alone with their child.

Approved by the Safeguarding Executive Committee 28th March 2019

Reviewed, updated and approved by the Safeguarding Executive Committee 18th October 2023