



Guidance on the Safer Recruitment of Visiting Church Musicians

All paid or voluntary positions require [safer recruitment and people management](#) to be followed in full. This includes:

- Application form/CV
- Interview
- Recruitment checks/references
- DBS and Confidential Declaration for positions engaging in regulated activity or otherwise working/having substantial contact with children, young people or vulnerable adults which requires an enhanced (with/without barred list) DBS check

Note: Voluntary workers must be checked as thoroughly as paid workers.

However, it is recognised that there are occasions that a church musician may be required on a one-off basis, ad hoc or for a short period. For example, an organist. All visiting musicians, however temporary or short term, must be appropriately recruited and vetted.

It is recognised that undertaking the full safer recruitment process may not always be proportionate, but the following steps should always be followed:

- References – two written references should be obtained:
 - Referees must be over 18 and not family members or relatives. 'Self-supplied', 'to whom it may concern' and verbal references should not be accepted.
 - At least one of the references must be from outside of the current Church.
 - At least one of the references must comment on the applicant in the temporary role they will be undertaking.
 - If the applicant is currently working/volunteering in a similar role, or has done within the past two years, then a reference should be sought from that organisation. If the applicant has come to the Church from another Church within the past two years, a reference should be sought from that previous Church.
- Completing and signing a confidential declaration – this must be completed in all cases without exception. Our legal advice is:
"as long as this is a requirement applied consistently, it is perfectly lawful. We are simply trying to ensure that Church operates safely, and organists, musicians and music teachers are often alone with people, so we are seeking a consistent standard in self-disclosure."
If someone does not wish to do this, then it would be wise to consider why this might be.
- In addition, a musician may require an Enhanced DBS check if they teach children (possibly with a check of the Child's Barred List) depending upon whether they are supervised, and the nature and frequency of contact with children and/or vulnerable adults. Everyone will need to be assessed for eligibility depending upon these factors.

Note: The above guidance does not apply to temporary members of worship bands if they are always accompanied by the rest of the band.