

**40.--Screening In Faith**

1. (a) Every parish/congregation that runs programmes or services for children, youth, or vulnerable adults shall implement a screening programme; and  
(b) Diocesan and Deanery organizations which sponsor programmes or services for children, youth or vulnerable adults shall implement a screening programme.
2. Special consideration must be taken in high risk ministry situations where volunteers or paid staff have direct care of, or direct access to children, youth or vulnerable adults or church assets.
3. Persons can be considered vulnerable when they have difficulty protecting themselves for any number of reasons, including age, disability, or temporary personal crisis.
4. In the development of a screening programme, the following elements shall be considered:
  - (a) compliance with Diocesan guidelines;
  - (b) the discerned level of risk;
  - (c) volunteer ministry description;
  - (d) recruitment process;
  - (e) application form;
  - (f) interview;
  - (g) reference checks;
  - (h) police records checks;
  - (i) orientation and training;
  - (j) supervision and evaluation;
  - (k) participant follow-up.
5. The Rector/Incumbent/Priest-in-Charge and Churchwardens of every parish/congregation shall together complete a Screening Participation Report, in a format approved by the Diocesan Council. This Report shall be published annually in the Vestry Reports. The Report shall also be submitted annually to the Synod Human Resources Department and the Territorial Archdeacons by February 28<sup>th</sup> of the following year.

6. All Diocesan and Deanery organizations sponsoring activities or events under section 2 shall submit the Screening Participation Report to the Diocesan Human Resources Department annually by February 28<sup>th</sup> of the following year.
7. Failure to comply with these provisions may result in the cancellation of liability insurance for the sponsoring organization.