



# Street Pastor Volunteer Recruitment Pack

## **Becoming a Street Pastor**

Information and Process details for volunteer candidates

### **Herefordshire Vennture**

*Formerly Hereford City Mission founded by John Venn in 1856*

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Company limited by guarantee No 8803798 | Registered charity No 1156851 | Registered office as above

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## **Introduction**

### **The Street Pastor Story**

Street Pastors was pioneered in London in 2003 by Rev. Les Isaac. On that first night, 18 volunteers took to the streets of Brixton – 15 women and 3 men.

There are now over 12,000 trained Street Pastors, who play an active part in more than 270 towns and cities around the UK. When you add prayer pastors, management teams and trustees, this means that there are over 20,000 volunteers in total associated with the Street Pastors network.

There are also a growing number of Street Pastors teams overseas.

Street Pastors engage with people on the streets to care for them, listen to them and help them. They work together with partners in the night-time economy to make communities safer.

Each city project is set up by Ascension Trust, which is the governing body behind Street Pastors, and run by a local coordinator with support from local churches and community groups, in partnership with the police, local council and other statutory agencies.

Mid 2012 West Mercia Police approached the church leaders in Hereford to ask if they would consider establishing Street Pastors in the city. After much discussion a license agreement with Ascension Trust was signed in February 2013 and the recruitment of volunteers began.

On Saturday 11<sup>th</sup> May 2013 at 10.00pm 20 volunteers stepped out in Hereford city centre experiencing excitement and trepidation in equal measure. Since that first patrol we have learned much, gained the respect of our partners and have become a valued presence in the Night Time Economy receiving hundreds of appreciative comments both on the streets and via social email.

Locally Street Pastors are now an outreach of Herefordshire Vennture, a cross-denominational initiative by the county's churches to address social challenges emerging from an ebbing tide of publically funded health and welfare. Whilst Vennture is a church-rooted enterprise it benefits those of all faiths and none.

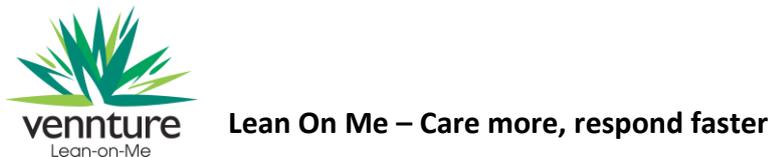


Hereford City Mission was created in 1856 by John Venn, Vicar of St. Peter's, and his sister Emelia, to employ individuals to visit struggling families in their homes to support them and encourage their well-being. In May 2013, under the leadership of Robert Thomas, Hereford City Mission was born again as Vennture – a cross-denominational initiative by the county's churches to address social challenges emerging from an ebbing tide of publically funded health and welfare. While Vennture is a church-rooted enterprise, it benefits those of all faiths and none.

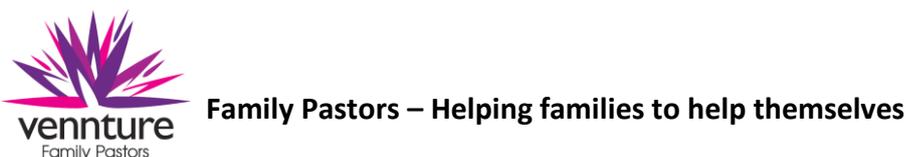
Vennture's values are derived from our founder John Venn. His values are timeless – Venn values of Responsibility, Family, Industry & Enterprise underpin all that we do. However messy it gets, we recognise and value family: we work to build supportive families committed to giving children the best, based on rock-solid Christian principles. We are inspired by the message, life and example of Jesus; this shapes and guides every aspect of our work. Our desire is to bring Worth, Hope, Love and Choice to all those we journey with.

Vennture's mission is to 'Love People Better'; its focus us on significant, substantive, sustainable initiatives that make a tangible difference in challenging social issues.

Other Vennture projects are:



Is a facility within which people are able to recover in a dedicated caring space. Emelia's Place is a specially equipped resource that has an assessment area, a recovery space, a supervised sleep-off room where people are regularly assessed and a café. It only opens to people referred to it for the special care it offers and provides valuable support to the Street Pastor teams.



Family Pastors are trained volunteers who can work with the family by listening to them in a non-judgemental way and helping them gain the support they need to make changes, find solutions to their challenges and bring new hope into their lives.

## **What do Street Pastors do?**

We want people to “have a good time and come home safe”. Specifically, we:

- Care for people in need
- Look after the injured and impaired
- Keep people safe
- Influence behaviour
- Listen to those who wish to talk

Of course there is a lot more to what we do than a few bullet points. We frequently meet people at a time of significant need, be that emotional or physical. Our role is to respond to that need sensitively, practically and professionally. Sometimes this will require practical action such as administering first aid, getting someone home safely, protecting them from predatory behavior or reuniting them with friends. On other occasions we simply need to listen as someone tells us of the grief they are experiencing, the hurt they feel from a broken relationship or the horror of some of the things they have witnessed in past experiences.

The one thing we do not do is preach! Yes, we will share our faith when appropriate to do so. However whatever the need, whatever the situation our primary aim is to show everyone we meet the love of Jesus through our actions.

## **What happens on a patrol?**

We always patrol in mixed gender teams structured as follows:

- Team Leader who is responsible for all aspects of the team on the night and carries the radio linking us to CCTV operations and venue door staff
- First Aider who takes the lead in the practical delivery of care to those who are injured or impaired
- Buddy who is responsible for note taking and recording and carries the inter-team radio.

We meet at 9.30 for a patrol briefing, devotion and prayer. Once all kit is checked we will begin patrolling at approximately 10.15 and stay out until approximately 3.30am (sometimes longer if involved in an incident). We will try to plan 2 breaks into the night where we can sit, chat, pray, eat and drink - although on rare occasions this may reduce to one break if the night is especially busy.

For their first couple of shifts new volunteers are placed as the fourth member of an experienced team enabling them to become familiar with the Night Time Economy without the burden of any specific responsibility,.

Whilst it may sound a cliché, every patrol really is different. The “I Am” sayings that form part of this document provide a flavour to the type of incidents and the needs of people that we respond to.

## **Who can become a Street Pastor?**

Street Pastor Volunteers must meet the following criteria:-

- At least 18 years of age (no upper age limit!)
- A Christian who has been part of a local church for at least 12 months
- Concerned for society and their local community
- Willing to engage with people, whatever their perspective on life and wherever they hang out
- Happy to work in a team and in collaboration with the emergency services, CCTV, door staff and other projects.
- Able to demonstrate empathy, to be non-judgmental and be willing to support those of all faiths or no faith.
- Able to meet the physical demands of 6 hour patrols (with breaks) in all weathers
- Able to commit to some 50 hours of training over a 12-18 month period

## **What training is provided?**

Lots! In your first 12-18 months you will be offered 50 hours of training delivered on Saturdays and weekday evenings. Topics will include:

- Youth Culture
- Alcohol and Drug Awareness
- Mental Health Awareness
- Recognising and responding to Domestic and/or Sexual Violence
- Non-Verbal Communication
- First Aid
- Caring for yourself
- Responding to those who are bereaved

Before we can deploy you as a Street Pastor you will need to complete two training modules:

1. The Roles and Responsibilities of a Street Pastor (9.00am – 4.00pm on a Saturday)
2. Working with the Police (7.00pm -9.00pm weekday evening)

All our training events are designed to be informative, fun (when appropriate) and will equip you with skills to use beyond your role as a Street Pastor.

You will note that the Application Form asks you to state whether or not you are able to meet the costs of your training. Many of our current volunteers do so by means of a monthly direct debit. However, please be assured that your ability, or inability, to meet the costs of training will have no impact whatsoever on the outcome of your application.

## **Becoming a Street Pastor – Application Process**

Before applying to become a Street Pastor we would ask that you prayerfully consider the role and what is expected of you as a volunteer, particularly in regard to the training commitment required in the first 12-18 months.

All Street Pastor applications will go through the following process:

- Applicants will complete an application form including providing the names of two people willing to provide references (one of whom should be your church leader) and attaching a passport size photograph
- Once we receive a completed application form we will apply for references
- Once we have received satisfactory references we will invite you for interview
- If appropriate we will then ask you to complete an online DBS application
- We will then invite you to spend a night out with a Street Pastor team as an Observer
- Once all the above has been completed a decision will be made on your application. This will include our seeking approval for your appointment form our Trustees and Executive Management team
- If appointed you will be required to attend the two mandatory training modules necessary before we can deploy you as part of a team.

# Hereford Street Pastor



## Application Form

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### 1. Introduction

<p>Hereford Street Pastors requires all volunteers to:</p> <ul style="list-style-type: none"><li>A. Be a professing Christian;</li><li>B. Be over 18 years of age;</li><li>C. Be committed to a local church in fellowship with the wider Christian community in the area;</li><li>D. Have a positive reference from the leader of that church confirming that they would be suitable to be a Street Pastor and that they are currently leading a Christian lifestyle.</li></ul>	<p style="text-align: center;"><b>Please affix your PHOTO HERE</b></p>
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First Names:	
Surname:	

<b>Please Return Completed Application Form to Hereford Street Pastors</b>	
<b>Office Address</b>	The Venn Legacy Centre, 45 Venns Lane, Hereford, HR1 1DT
<b>Telephone</b>	Office: 0330 20 20 730
<b>Email Address</b>	streetpastors@vennture.org.uk

Hereford Street Pastor is a charity, registered in England and Wales, no. 1156851  
and Company limited by guarantee, registered in England and Wales, no. 08803798

## Please Clearly Print All Details In Black Ink And Block Capitals

### 2. Important Information

- Read all the information before you complete this application.
- Type or write neatly in **BLACK INK**, as this form will be photocopied.
- We want to ensure that the recruitment process is equally accessible to applicants with disabilities. So if you would like us to make any arrangements in this respect, please let us know.
- Please continue your answers on a separate sheet if you need to.

### 3. Personal Details

<b>Address:</b>											
					<b>Post Code:</b>						
<b>Email:</b>											
<b>Telephone Numbers</b>											
<b>Home:</b>				<b>Work:</b>				<b>Mobile:</b>			
<b>Date of Birth:</b>		/		/19		<b>Marital Status:</b>		<b>Single/Married/Divorced</b>			
<b>Nationality</b>						<b>Profession:</b>					
<b>Do you have a driving license?</b>				<b>Y/N</b>		<b>Do you have use of a vehicle?</b>				<b>Y/N</b>	
<b>Day(s) available (circle) :</b>				<b>Fri</b>		<b>Sat</b>		<b>Sun</b>		<b>Bank Hols</b>	

### FOR OFFICE USE ONLY

<b>Jacket Size:</b>	<b>S</b>	<b>M</b>	<b>L</b>	<b>XL</b>	<b>XXL</b>
<b>Shirt size:</b>	<b>S</b>	<b>M</b>	<b>L</b>	<b>XL</b>	<b>XXL</b>
<b>Date application form received:</b>					
<b>Date reference 1 received:</b>					
<b>Date reference 2 received:</b>					

<b>Date CRB application received:</b>	<b>Applicant:</b>		<b>CRB Office</b>	
<b>CRB Clearance Approved:</b>	<b>Y/N</b>			

#### 4. Church Details

<b>Church/Organisation:</b>			
<b>Minister/Pastor's Name:</b>			
<b>Main Church Contact:</b>			
<b>Address:</b>			
		<b>Post Code:</b>	
<b>Telephone No.</b>			
<b>Email Address:</b>			

#### 5. Christian History

<b>How long have you been a Christian?</b>	
<b>Give a brief account of how you started on your spiritual journey:</b>	
<b>Give a brief account of your spiritual journey so far:</b>	

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**Describe your relationship with your Pastor / Leader and your Church**

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**Are you involved in any form of Ministry in your church or in some other Christian organisation e.g. Children/Youth work, Teaching, Leading Worship, Administration, Community Work, Hospitality, etc. If Yes, please state clearly what this involves:**

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**Please state your reasons for wanting to be a Street Pastor**

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**What are your expectations from the Street Pastor's Training Course?**

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<b>Are you able to fully finance this Course?</b>	<b>Y/N</b>
<b>If no, how do you plan to raise the finance?</b>	

## 6. Your Skills

<b>What are your hobbies/Interests?</b>

<b>Are you skilled in any performing Arts? (singing, dancing, acting music, other):</b>

<b>Do you have an up-to-date First Aid Certificate?</b>	<b>Y/N</b>
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<b>Do you possess any other skills, which may be useful as a Street Pastor?</b>

## 7. Your Health

<b>Do you suffer from any medical condition we need to be aware of?</b>	<b>Y/N</b>
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<b>Are you currently on any medication? If so, please give details:</b>	<b>Y/N</b>
<b>Are you subject to any dietary restrictions?</b>	<b>Y/N</b>

## 8. Emergency Contact

Please give the name, address and telephone number of two persons who we may contact in case of emergency.			
<b>Emergency details 1</b>		<b>Emergency details 2</b>	
<b>Name:</b>		<b>Name:</b>	
<b>Relationship</b>		<b>Relationship</b>	
<b>Address</b>		<b>Address:</b>	
<b>Home No</b>		<b>Home No.</b>	
<b>Mobile No</b>		<b>Mobile No</b>	

## 9. References

Two references are required: One from a Pastor and another from a person of your choice. Please state their name and address:			
<b>Reference 1</b>		<b>Reference 2</b>	
<b>Name:</b>		<b>Name:</b>	
<b>Relationship</b>		<b>Relationship</b>	
<b>Address</b>		<b>Address:</b>	
<b>Home No</b>		<b>Home No.</b>	
<b>Mobile No</b>		<b>Mobile No</b>	
<b>Email</b>		<b>Email</b>	

### **DECLARATION:**

I confirm that to the best of my knowledge the information given in this application form is true and correct.

Signature:

Date:

## Self-declaration Form for a Position Requiring a Disclosure

### STRICTLY CONFIDENTIAL

As a place of worship/organisation we undertake to meet the requirements of the Data Protection Act 1998 and all other relevant legislation, and the expectations of the Information Commissioners Office relating to the data privacy of individuals.

All applicants are asked to complete this form, detach it from the Application Form and return it, to the Recruiter detailed below, in a separate sealed envelope

To: Herefordshire Vennture

(Name of Recruiter/responsible person in place of worship/organisation processing Criminal Records Disclosure checks)

Address: Venn Legacy Centre, 45 Venns Lane, Hereford, HR1 1DT

Appointment applied for: Street Pastor

### CONVICTION HISTORY

If you have never been convicted of a criminal offence or never received a caution, reprimand or warning then please select 'No' below. If you have been convicted of a criminal offence, or received a caution, reprimand or warning that is now spent according to DBS filtering rules\*, then please select 'No' below.

If you have an unspent criminal offence, caution, reprimand or warning (according to DBS filtering rules\*), please select 'Yes' below.

For exceptions to this legislation or for more information please refer to the Rehabilitation of Offenders Act 1974\*\* and the DBS filtering guidance\*.

Do you have any unspent convictions; or are you at present the subject of a criminal investigation/pending prosecution?

Yes                      No (please tick)

If yes, please give details including the nature of the offences and the dates. Please give details of the court(s) where your conviction (s) were heard, the type of offence and sentence(s) received. Could you also give details of the reasons and circumstances that led to the offence(s). Continue on a separate sheet if necessary.

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## POLICE INVESTIGATIONS

Please complete this section if you are applying for an Enhanced Disclosure Check.

Have you ever been the subject of a police investigation that didn't lead to a criminal conviction (and is not subject to DBS filtering rules)\*?

Yes  No (please tick)

If yes, please give details below, including the date of the investigation, the Police Force involved, details of the investigation and the reason for this, and disposal(s) if known.

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To your knowledge have you ever had any allegation made against you, which has been reported to, and investigated by, Social Services/Social Work Department (Children's or Adult Social Care)?

Yes  No (please tick)

If yes, please provide details, we will need to discuss this with you.

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Has there ever been any cause for concern regarding your conduct with children, young people, vulnerable adults? Please include any disciplinary action taken by an employer in relation to your behaviour with adults.

Yes  No (please tick)  If yes, please give details.

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## DECLARATION

To help us ensure that we are complying with all relevant safeguarding legislation, please read the accompanying notes and complete the following declaration.

I (full name) \_\_\_\_\_ of (address) \_\_\_\_\_

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consent to a criminal records check if appointed to the position for which I have applied. I am aware that details of pending prosecutions, previous convictions, cautions, or bindovers against me may be disclosed along with any other relevant information which may be known to the police.

I agree to inform the person within the place of worship/organisation responsible for processing disclosure applications if I am convicted of an offence after I take up any post within the place of worship/organisation. I understand that failure to do so may lead to the immediate suspension of my work with children or vulnerable adults and/or the termination of my employment.

I agree to inform the person within the place of worship/organisation responsible for processing disclosure applications if I become the subject of a police and/or a social services/(Children's Social Care or Adult Social Services)/Social Work Department investigation. I understand that failure to do so may lead to the immediate suspension of my work with children or vulnerable adults and/or the termination of my employment.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Those applying for work with children and/or vulnerable adults in positions which fall within the scope of regulated activity please confirm that you are not barred from working with children/vulnerable adults.

I confirm that I am not barred from working with children / vulnerable adults.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

NB: Those applying for work with children and/or vulnerable adults in positions which fall outside the scope of regulated activity should not complete the declaration above.

\*<https://www.gov.uk/government/publications/filtering-rules-for-criminal-record-check-certificates>  
<https://www.gov.uk/government/publications/dbs-filtering-guidance>

\*\*[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/148542/rehabilitation-offenders.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/148542/rehabilitation-offenders.pdf)

## LEGALESE – ATTACHED NOTES

The Disclosure of any offence may not prohibit employment. Please refer to our Rehabilitation of Offenders Policy.

As this post involves substantial, unsupervised contact with children, young people and/or vulnerable adults all applicants who are offered an appointment will be asked to submit to a criminal records check before the position can be confirmed. You will be asked to apply for an Enhanced Disclosure through the Disclosure and Barring Service (DBS) (England & Wales), SCRO (Scotland), ACCESS NI (Northern Ireland).

As the position is exempted under the Rehabilitation of Offenders Act this check will reveal details of cautions, reprimands or final warnings, as well as formal convictions not subject to DBS filtering rules. Because of the nature of the work for which you are applying, this position is exempt from the provision of section 4(ii) of the Rehabilitation of Offenders Act 1974 (Exemptions Orders as applicable within the UK), and you are not entitled to withhold information about convictions which for other purposes are 'spent' under the provisions of the Act with the exception of those that are subject to the DBS filtering rules. In the event of appointment, any failure to disclose such convictions could result in the withdrawal of approval to work with children or vulnerable adults within the church/organisation.

This process is subject to a strict code to ensure confidentiality, fair practice and security of any information disclosed. The DBS/SCRO/PVA (NI) Service Code of Practice and our own procedures are available on request for you to read. It is stressed that a criminal record will not necessarily be a bar to appointment, only if the nature of any matters revealed could be considered to place children or vulnerable adults at risk. As a place of worship/organisation we agree to abide by the Code of Practice on the use of personal data in employee/employer relationships under the Data Protection Act 1998 as well as the expectations of the DBS/SCRO/ACCESS NI Service.

As a condition of employment we ask that you keep us informed of any other work (either paid or voluntary) which you are undertaking that involves working with children or vulnerable adults. Should we ever need to refer an individual to any of the lists of people deemed unsuitable for working with children or vulnerable adults then we would also inform them of any knowledge we have of that individual working in any other capacity with children/vulnerable adults.

### Notes for England, Wales & Northern Ireland Only - Children and Young People

Under the Protection of Freedoms Act 2012 it is an offence for any organisation to offer employment to anyone who has been convicted of certain specific offences, or included on either of the two barred lists held by the Disclosure and Barring Service where the post falls within the scope of regulated activity (as defined by the DBS, under the Safeguarding Vulnerable Groups Act 2006 and the Protection of Freedoms Act 2012). An enhanced with barred list check must be completed. Those working with children and / or vulnerable adults in posts which fall outside the scope of regulated activity may still be eligible for an enhanced disclosure WITHOUT a barred list check.