

## **Cirencester Street Pastors: Person Specification for Street Pastor Volunteers**

The Street Pastors Agreement Document states: "Volunteers must be the right people – we don't just take anyone who offers, but carefully select based on talent, skill, experience and motivation"

Street Pastors' minimum requirements are that volunteers must:

- a. be over 18
- b. attend a local church
- c. have a positive reference from the leader of a church of which they have been a member for at least one year

In deciding whether a volunteer will be accepted as a Street Pastor with Cirencester Street Pastors, the following points will be taken into account. This is not an exhaustive list and is included as a basis for discussion. The aim of the process is to find God's will and this cannot be accomplished by a simple checklist.

However, we would expect volunteers to demonstrate:

- a. Commitment to the training process, making efforts to be present and participate fully.
- b. commitment to the ethos of Street Pastors, including a commitment to service of others in the name of Jesus, with the gospel at the heart of what we do and why we do it, but not at the forefront of what we say
- c. an effort to raising the funds for training, uniform etc. There is no need for that effort to be 100% successful, but it should be demonstrable
- d. ability to work as part of a team, following the directions of the Senior Street Pastor
- e. sufficient 'street understanding' to be cogniscent of danger and not to be easily offended.
- f. a non-judgmental attitude
- g. a sense of understanding of the need to be dependent on God's Holy Spirit and an awareness of spiritual issues.
- h. sufficient physical fitness to be able to withstand the demands of the ministry without compromising the safety of the team
- i. a commitment to a Christian lifestyle, including
  - i) No use of illegal drugs
  - ii) No excessive use of alcohol
  - iii) No problems with gambling

### **Process:**

A prospective Street Pastor Volunteer will have filled out an application form and a confidential disclosure form. A person's acceptance as a Street Pastor volunteer is conditional on information that may be disclosed during the enhanced CRB check.

The Management Group of Cirencester Street Pastors reserves the right to withdraw a person's acceptance as a volunteer within the team. At this point, all uniform items should be returned.

The Steering Group will make all decisions concerning the acceptance of volunteers. In particular, it is the duty of members of the Steering Group to bring commendations, concerns and suggestions for further training about individuals to the Group. Each volunteer will have an interview in which the group's decision will be communicated.

# Code of Conduct for Street Pastors

## **Policy Statement**

### 1 Standards

The reputation of the Ascension Trust Street Pastors Initiative (including its' subsidiaries) as an open, fair, professional organisation with a high standard of integrity and commitment to the delivery of its service is dependent upon the conduct of its staff/volunteers.

The aim of the code is to ensure that the good name of Ascension Trust Street Pastors Initiative and its staff/volunteers is maintained among its partners', stakeholders' and the general public. It is also intended to ensure that there is no conflict of interest between your work as a volunteer and any private business or financial matters. The Code of Conduct forms part of the Street Pastors Local Licence Agreement. All volunteer are required to abide by it at all times

The following set out standards are expected of all Street Pastor executives, staff and volunteers.

All executive members, staff/volunteers are expected to familiarise themselves with its contents and to apply its principles in word and in spirit whilst they remain part of the Street Pastor Initiaative.

**Standards of Conduct.** Executive members,staff and volunteers are expected to combine prompt and efficient service with a concern for others, especially members of the Street Pastors team and the general public.

Do not read, express views or display materials at the Street Pastors base,office,gathering or on any part of the Street Pastors uniform which other people might find offensive, or use language, or behave in a way, which other volunteers, client group or staff might find offensive.

Volunteers are expected to deal with our partners, stakeholders, members of the public in a courteous and respectful manner.

**Staff/volunteers should carry out the reasonable instructions of their supervisors and managers.**

**Use of uniform.** No member of a Street Pastors executive, staff/volunteer should wear/use the Street Pastors uniform at anytime other than when on duty or to be part of an organised promotion of the work of the initiaive.

No other lables/brands/charities/badges/ribbeons etc is to be worn/promoted whilst wearing the uniform.

Only the authorised Ascension Trust Street Pastor clothing/headwear is to be worn on duty. (Street Pastor is a ® brand of Ascension Trust)

**Gifts.** No personel gift, monetary or otherwise should not be accepted by any Street Pastor. Donations made to Ascension Trust as a whole or the local iniatative or jointly must be handed to the Co-ordinator amd recorded. Calendars, named pens and small promotional material may be accepted. Where team members, executives, staff/volunteers are in doubt

they should ask their immediate supervisor for advice.

**Hospitality.** It is accepted that from time to time executives, staff/volunteers give and receive meals and refreshments. Such expenses must be kept to a reasonable level and approval of the Co-ordinator is required?. Expenditure beyond this level would require approval from Management Committee All hospitality whether received by the Executives, staff/volunteers must be recorded in a log book kept in the Street Pastors Co-ordinator's office.

**Integrity at work.** Ascension Trust Street Pastors Initiative expects all executive members, staff/volunteers to comply with the highest standards of integrity. In addition it is important that staff/volunteers feel in cases of maladministration, or where they believe the law is being broken, or the integrity of the Street Pastor brand is being compromised, that they can report this to a person in a position of responsibility without fear of reprisal. Equally important, of course, is that such a facility is never abused. Therefore an officer and a member from the Board of Trustees will be available for this purpose. It is emphasised that these contacts are only for 'whistle-blowing' and not for any other purpose.

The Officer member is the Ascension Trust Street Pastors Initiative Director or an appropriately appointed person who is authorised to act in his absence. The Board Member, who should only be contacted in these exceptional circumstances is ....., who can be contacted by writing to him/her marked '**Private & Confidential**' through the Ascension Trust Street Pastors Initiative Secretary.

This avenue should only be used in special circumstances where there is a clear case of illegal acts being undertaken and where repeated efforts to resolve any breach of the code of conduct through the usual line of accountability have demonstrably failed.

### **Confidentiality.**

The Trust values make a commitment to the open conduct of our business. However, there will be times when high levels of confidentiality are required.

- You are required to abide by procedures designed to protect the confidentiality of information held about clients, customers, volunteers and staff in accordance with the Data Protection Act.

Information about clients, customers, volunteers, staff or board members is not to be disclosed to third parties (HQ not included) unless authorised to do so, or with the customer's written consent. In exception to this, there may be situations where information may be shared with a third party, for example if a client poses a danger to him/herself, or if required to do so by law, in accordance with the Data Protection Act 1998 or the Freedom of Information Act 2000.

Executive members, staff/volunteers may have access to confidential information held on them. Breaches of confidence are regarded as very serious matters and may be the subject of disciplinary action. Copy of the Ascension Trust Street Pastors Initiative's Confidentiality Policy is available from the Ascension Trust Street Pastors Initiative Head Office.

**Press, Radio and Television.** The Ascension Trust Street Pastors Initiative have a Press and Communications Section, if any volunteer is contacted by any section of the media in relation to the Ascension Trust Street Pastors Initiative's work, they are to be referred to the Press and Communications Section. local interest should be directed to the local

Executive/Co-ordinator.

- **Selflessness** – Decisions are to be taken solely on the basis of the values and objectives of Ascension Trust Street Pastors Initiative. Do not take decisions in order to gain financial or other material benefits for yourself, your family or friends.
- **Integrity** – Avoid placing yourself under any obligations, financial or otherwise, to outside individuals or organisations that might influence you in the performance of your duties.
- **Accountability** – You are accountable for your decisions and actions and you must submit yourself to whatever scrutiny is appropriate for your position.
- **Openness** – Be as open as possible about all the decisions and actions which you take. You should be able to give reasons for your decisions, and restrict information only when demanded by confidentiality.
- **Honesty** – You are required to declare any private interests relating to your duties and take steps to resolve any conflicts arising in a way which protects the reputation and values of Ascension Trust Street Pastor Initiative.
- **Leadership** – You are expected to promote these principles through leadership and by example.



# Cirencester Street Pastors Volunteer Agreement

**Volunteers are the lifeblood of Cirencester Street Pastors.** We hope that you enjoy working and ministering with us and feel a full part of the team.

This agreement tells you what to expect from us, and what we hope for from you. We aim to be flexible, so please let us know if you would like to make any changes and we will try to accommodate them.

We, Cirencester Street Pastors, will do our best:

- to introduce you to how the organisation works and to your role in it as a Street Pastor
- to provide training to equip you for your work. The initial training agreed is 12 one day sessions (or equivalent) in the first 12 months.
- to provide a uniform for as long as you are a Street Pastor.
- to give you clear feedback on your work and development.
- to provide clear lines of communication with the Street Pastor Coordinator and/or Senior Street Pastors for you to feed back to us.
- to respect your skills, dignity and individual wishes and do our best to meet them.
- to consult with you and keep you informed of possible changes.
- to insure you against any injury you suffer or cause due to negligence.
- to try to be as flexible as possible to allow for changes in your availability – one-off or long-term.
- to pray for you in your ministry as a Street Pastor and to seek to encourage others to pray for you.

I, (name of volunteer) \_\_\_\_\_ agree to do my best:

- to commit myself to be present at training sessions, understanding that the training is designed to equip me to do my work better as a Street Pastor.
- to get the recording of any training sessions I do miss and to complete the full training within 18 months.
- to fulfil my commitment to regular nights on patrol as a Street Pastor, and to give as much warning as possible whenever I cannot work on a given night.
- to accept the direction and leadership of the Street Pastor Coordinator and/or Senior Street Pastors.
- to recognise I am part of a team and that we need to be able to depend on one another.
- to follow Ascension Trust & Cirencester Street Pastors ethos and procedures, including those relating to health and safety, equal opportunities and confidentiality.
- to pray for the work of Street Pastors and particularly for the others in my team.
- to return the uniform if/when I decide to stop being a Street Pastor.

Note: this agreement is binding in honour only and is not intended to be a legally binding contract of employment.

Signed on behalf of Cirencester Street Pastors

Signature: \_\_\_\_\_ Position: \_\_\_\_\_

Name (print): \_\_\_\_\_ Date: \_\_\_\_\_

Signed by volunteer: \_\_\_\_\_

Name (print): \_\_\_\_\_ Date: \_\_\_\_\_



## Street Pastors Reference Form



Applicant Name .....

Date .....

### **CONFIDENTIAL REFERENCE FORM**

Name .....

Address .....

.....  
.....

Telephone No. .... Mobile No. ....

Email Address .....

What is your relationship to the applicant? .....

How long have you known the applicant? .....

How long has the applicant been attending your Church? .....

Please comment briefly on His/Her spiritual growth and development

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.....  
.....

Do you recommend the applicant for the Street Pastor Ministry, if Yes, Why, if No, Why

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**CONFIDENTIAL DECLARATION FORM**

**CIRENCESTER STREET PASTORS**

NAME:	POSITION APPLIED FOR:
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Under the terms of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 the age range you will be working with includes what is defined as a 'vulnerable' group and this means that you are exempt from the Act and can be asked to declare any previous criminal convictions including 'spent' convictions. This information can then be used as a basis for deciding whether or not you are suitable to work with the age range group. The disclosure of an offence will not necessarily be a bar to your appointment. Failure to disclose criminal convictions may result in the termination of your services.

This form is strictly confidential and, except under compulsion of law, will be seen only by those responsible for the appointment and, when appropriate, the Street Pastors Child Protection Officer. All forms will be kept securely under the terms of the Data Protection Act 1998. **If you answer YES to any question, please give details, using a separate sheet if necessary, giving the number of the question you are answering.**

**Please tick either the YES or NO Box in answer to EVERY QUESTION**

- 1a Have you ever been convicted of a criminal offence (including any spent convictions under the Rehabilitation of Offenders Act 1974)? \*  
YES  NO
  
- 1b Have you ever been cautioned by the police, given a reprimand or warning or bound over to keep the peace?  
YES  NO
  
- 1c Are you at present under investigation?  
YES  NO
  
- 1d Have you ever been found by a Court exercising Civil Jurisdiction (including matrimonial or family jurisdiction) to have caused significant harm \*\* to a child or young person under the age of 18 years, or has any such Court made an order against you on the basis of any finding or allegation that any child or young person was at risk of significant harm from you?  
YES  NO
  
- 2a Has your conduct ever caused or been likely to cause significant harm to a child or young person under the age of 18, or put a child or young person at risk of significant harm?  
YES  NO
  
- 2b Has your conduct ever caused or been likely to cause significant harm to a vulnerable adult, or put a vulnerable adult at risk of significant harm?  
YES  NO
  
- 2c To your knowledge, has it ever been alleged that your conduct has resulted in any of these things ?  
YES  NO

*If yes, please give details, including the date(s) and nature of the conduct, or alleged conduct, and whether you were dismissed, disciplined, moved to other work or resigned from any paid or*

*voluntary work as a result.*

3 Has a child in your care or for whom you have or had parental responsibility ever been removed from your care, been placed on the Child Protection Register or been the subject of a Care Order, a Supervision Order, a Child Assessment Order or an Emergency Protection Order under the Children Act 1989, or a similar Order under other legislation?

YES  NO

4 Have you any health problem(s) which might affect your work with children or young people under the age of 18 or vulnerable adults?

YES  NO

5 Have you ever been known by any name other than that given on this form?

YES  NO

6 Have you, during the past five years, had any home address other than that given below?

YES  NO

\* All previous convictions, with the exception of technical motoring offences leading only to a fine, should be disclosed.

\*\* Significant harm involves serious ill-treatment of any kind including neglect, physical, emotional or sexual abuse, or impairment of physical or mental health development.

## DECLARATION

I declare that the above information (and that on the attached sheets \*\*\*) is accurate and complete to the best of my knowledge.

Signed ..... Date .....

Full Name ..... Date of Birth .....

Address .....

..... Postcode .....

Tel. No. .... Email .....

\*\*\* please delete if not applicable

**Please return the completed form to:  
Keith Hasler 35 Kingshill, Cirencester GL7 1DE**

**Before an appointment can be confirmed applicants must provide an Enhanced Disclosure from the Criminal Records Bureau.**

# **STREET PASTORS COURSE**

## **These topics will be covered during the 12 day course**

### **1. The role and responsibilities of a Street Pastor (Ascension Trust part one and two)**

- The Vision
- Core Values
- Person Specification
- Working as part of a team
- Recording and Referral
- Out on the street

### **2. The Social background/awareness**

- The Family and Parenting
- Changing social trends and consequences
  - Sub culture
  - Race relations development
  - Identity
  - Sociology of education
  - Deviance and crime

### **3. Good News**

- The cross and salvation
- Forgiveness, reconciliation and peace
- The supernatural dimension of current trends in society
- Core values – common ground for Christian and non-Christians

### **4. Knowledge of Key Statutory Agencies**

- The Police – local concerns and efforts
  - \* Drugs
  - \* Weapons
  - \* Third party reporting
  - \* Stop & search
  - \* Entitlement
  - \* GO WISELY

### **5. Probation service**

\*how they work and who they work with

### **6. Overview of social services provisions**

## **7. Local Community, Youth and Education Initiatives**

- Background and historical developments
- Education developments
  - Exclusion
  - Pupil referral units
  - PSHE / Citizenship
  - School mentoring programmes
- The youth service
- Youth training and employment

## **8 .Drugs Awareness (1& 2)**

- Names and effects of drugs
  - Effects of drugs on the body short and long term
  - Effects on family life
- Drugs and the law
- Drugs and youth culture

## **9. Counselling Skills**

- Listening Skills
- Building relationships

## **10. Mentoring**

- What do we mean by mentoring
- Basic of mentoring
- Scriptural Analogies
  - \* Numbers 13:1-3, 8, 16
  - \* Ex 17: 9-16, 24,13
  - \* Act 4:36, 13:4, 14:14 , 9:26
- Mentor/Mentee needs
- What does a good mentor do?

## **11. Knowing Your Community**

- Where? Identify significant venues and meeting places
- What? Find out what's going on in the community where Street Pastors should get involved
- Who? Knowing who the key players – individuals and organisations are in a community to build relations with.

- Police
- Social Services
- Probation Services
- Information about
  - The Formal/Legal role of the agency
  - Your client group
  - When and how you work with the client
- How do you make referrals to these agencies
- How do you deal with difficult clients
- How might we work together
- Any other information you think relevant