

All BB Companies depend on good leadership to run effectively. Careful consideration should be given to recruiting leaders to work with children and young people.

As a minimum your recruitment should include:

- Recommendation from another leader or the Church.
- Interview with the Company Captain.
- Provision of two references.
- Registering with The Boys' Brigade, prior to working in the Company.
- Vetting and barring – DBS checks in England & Wales, PVG in Scotland, Access NI in Northern Ireland and Garda checks in Republic of Ireland.
- Mandatory completion of Safeguarding and Managing Risk e-learning modules.
- Induction.

Anyone working in the name of The Boys' Brigade who has access to children and young people **MUST** be properly registered on OBM **PRIOR** to working in the Company. Failure to do so will put the children and young people at risk, as the suitability of the leader has not been confirmed by the checks in place. In the event of an accident or incident, the insurance may be invalid if we cannot confirm that the Brigade was aware of an individual leader working in the Company. Unregistered leaders will not receive regular communications from BBHQ, which may contain important updates to policies and procedures.

Capacity and Competence of Leaders

When a leader starts in the Company they should be involved in an induction process, with the Captain or Leader-in-Charge, covering:

- Introduction to the staff team.
- Getting to know the meeting space.
- Their responsibilities within the age group they are working in.
- Emergency procedures.
- Leaders Code of Conduct – walk through the “Keeping Everyone Safe” card and the fuller version on the BB website.
- The time that they are able to commit to the role – i.e. if they can only manage every second week, that may impact on what you ask them to do.
- An indication of the training opportunities available to them.
- Individual skills which they can bring to the role.
- Supervision for the first few weeks they are there, with constructive feedback provided.

The Company Management Team need to consider the competency of each leader and if there are any concerns they should be addressed prior to appointment. All leaders need to be competent and we must not be afraid to say 'no'.