



Chaplaincy Policy

Executive Summary

West Midlands Police Multi-Faith chaplains support staff and officers when required. They will engage with communities from West Midlands and form connections on behalf of the Force. The multi-faith lead may allocate them at different areas in accordance to the requests.

This policy sets out how WMP will operate its Chaplaincy team in line with supporting those volunteers who work within the team. This policy is closely aligned to the [Police Community Volunteer Policy](#) and should be read in conjunction with it.

Authorised Professional Practice (APP):

This policy has been checked against APP. West Midlands Police has adopted the APP provisions, with supplementary information contained herein which reflects local practice and the needs of the communities served by West Midlands Police.

Links to APP are as follows:

[Vetting](#)

Policy Statements:

In order to avoid a conflict of interest and retain your independence as a Police Chaplain the below are not permitted or accepted as Police Chaplains.

- Serving police officer
- A member of police staff
- An employee of the Police and Crime Commissioners Officer

GOVERNANCE

- Volunteer chaplains & Faith Advisors report to the Multi-Faith Lead Chaplain who reports to the D&I manager. The overall work of the Multi-faith chaplaincy is governed by the DCC.
- PCUK may offer advice to the Multi-Faith Lead Chaplain which will be then be dealt with locally
- The Multi-faith lead chaplain is responsible of recruitment, training and overall guidance of chaplains.

RECRUITMENT

- WMP sets out to create a diverse support network of Chaplains that is reflective of the diverse multicultural communities in which we live and work.

- If you want to become a Chaplain, you will be recruited using the WMP volunteer recruitment process and the relevant current role profile for Chaplains. The College of Policing Professional Profile for a Volunteer Chaplain can be [found here](#).
- Please see the [Police Support Volunteer procedural guidance recruitment and selection document](#) for further details.
- In addition to the volunteer policy requirements, if you apply for the Chaplaincy volunteer role you will: -
 - Have been trained to a recognised and consistent standard in religious and pastoral care issues.
 - Be offered an opportunity to be a part of PCUK.
 - Be able to demonstrate working alongside various faith communities

RESPONSIBILITIES

WMP	• Ensuring each Chaplain understands who their nominated SPOC is in each portfolio and the nominated line manager is that they report to. • Ensuring that the chaplain is reimbursed for all reasonable expenses. These can be claimed by using Duty Sheet, guidance notes for this can be found here The Police Support Volunteer Policy explains what expenses can be claimed. • Providing insurance cover for the chaplain at all times when fulfilling duties as a chaplain and for travelling to and from these duties. • Providing access to internal computer systems if required and the Chaplain has the correct vetting levels. • Providing a uniform polo shirt to clearly identify the Chaplaincy as a Volunteer role • Providing support for the wellbeing, Health & Safety of the chaplains.
CHAPLAINCY TEAM	• Support people of all faiths and belief equally and without bias • Provide sensitive personal and pastoral support to Police Officers and Staff where required. • Assist when requested in culturally sensitive operational matters • Provide consistent mutual support alongside operational colleagues where a major incident occurs • Provide operational support where the need arises at the request of the force • Providing an independent, informed and distinctive voice to assist where operational and faith considerations interact.
CHAPLAINCY RESPONSIBILITIES	• You will be led and managed by the West Midlands Police Lead Chaplain who will lead the strategic direction of the Chaplaincy. • You will be asked to undertake training that is relevant to their role as a volunteer Chaplain as agreed with the line manager • You will use duty sheets to record duties and administrative functions • You will abide by the policies of West Midlands Police and be held to the same high professional standards as any other volunteer or staff member.



Chaplains will be expected to adhere to the WMP standards of professional behaviour.

CONCERNS COMPLAINTS OR MISCONDUCT

- Chaplains are Police Support Volunteers. Any issues should be dealt with informally if possible by the line manager of that volunteer.
- The [Police Support Volunteer Policy](#) contains procedural guidance found here that explains how to manage issues that may arise that cannot be resolved informally.

APPENDIX B

Definitions/Acronyms:

WMP - West Midlands Police

Staff - Any adult employed by West Midlands Police

PSV – Police Support Volunteer

CiP – Citizen in Policing

LPA – Local Policing Area

PCUK - Police Chaplains UK

HMIFRCS – His Majesty Inspectorate of Fire, Rescue and Constabulary Services

SPOC – Single Point of Contact

Procedural Guidance Documents List:

Police Support Volunteer Procedural Guidance (Concerns, Complaints, Misconduct)

Police Support Volunteer Procedural Guidance (Recruitment, Selection, Training)

Publication Instructions:

- Suitable for publication to public



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Policy Author: [REDACTED]

Any enquiries in relation to this policy should be made directly with the policy author shown above.

Force Executive Approval:



Monitoring and Review

Version	Date Reviewed	No change / Minor Changes / Major Changes (<i>detail</i>)	Amended / Agreed by