

Safer Pastoral Practice for Licensed Lay Ministers & Pastoral Teams

Pastoral care or friendship?		
Friendship		Pastoral Relationship
Informal Unannounced Unaccompanied Balance of positional power Mutuality Indefinite period Two-directional	Risks Expectation Confidentiality Boundaries Errands Trust	Duty of care Formal By appointment Accompanied Imbalance of positional power One-way Finite period Professional Record-keeping

Navigating a Pastoral Visit: Best Practice				
Plan	Observe	Orient	Decide	Act
Risk Assessment Visiting agreement Mutually agreed time Visitor ID? Parish diary Team comms Transport Venue Pairs	Expectations Boundaries - emotional / physical Money Communication Your safety	Risks - known Risks - unknown Notice - what's happening Exit strategy	Clarify 'what next' Signpost to further support? If things change...	Reflective practice/team review Record keeping Exit strategy: long term

Safeguarding Considerations			
How abuse might present		Types of abuse	
Your observations What has been said Abuse suggested Physical evidence Health concerns	Social media Anonymous sources Through an incident Suspicion	Neglect Domestic abuse Physical abuse Sexual abuse Financial abuse Modern slavery	Emotional abuse Self-neglect Discriminatory abuse Organisational abuse Coercive control Spiritual abuse
Question what you see and notice!			
Recognise - Respond - Record - Refer			

For conversation

- How are the relationships you have as a licensed minister different from your friendships?
 - Where, for you, are the grey areas and fragile boundaries between pastoral relationships and friendships?
 - What good practice in pastoral ministry do you already model in context?
 - What are three things you could do better/improve on?
 - What support or resources might you need to enable this?
- IS YOUR SAFEGUARDING TRAINING and DBS UP TO DATE?**

Licensed Pastoral Workers and Readers require:

Basic Awareness (the current version, not the older C0)

Foundation (the current version, not the older C1)

Raising Awareness of Domestic Abuse

Safer Recruitment and People Management (not required unless involved in recruitment of volunteers, but strongly recommended)

Basic, Foundation, RADA, and SRPM can be accessed online in your own time, via:
<https://safeguardingtraining.cofeportal.org/>

Leadership: Two sessions delivered via Zoom, with work to complete prior, in-between, and following. There is a shorter, one session version of this for those holding PTO. Must be refreshed every 3 years. Aim to book at least 3 months before the expiry date of your current training. To book, and for more information, see the Safeguarding Training pages of the diocesan website:

<https://www.chester.anglican.org/support-services/safeguarding/safeguarding-training/>

Enhanced DBS checks must be completed every three years, and for licensed lay ministers these are administered via Bishop's House. Please note that without a valid DBS check and up to date safeguarding training your license or PTO cannot be renewed and you will be unable to exercise ministry as a Pastoral Worker or Reader.

Key documents

Available on the Pastoral Worker pages of the diocesan website:

<https://www.chester.anglican.org/licensed-pastoral-workers>

- Parish Safeguarding Handbook 2019
- Church of England Code of Safer Working Practice
- Safer Environment and Activities 2019
- Model Risk Assessment for a Home Visit
- Up-to-date Ministry Agreement (for licensed lay ministers)
- Volunteer agreement (as part of a Safer Recruitment Process)

For further information please email jane.gerrard@chester.anglican.org in the first instance.