### Practice Guidance: Safeguarding Training and Development (Updated November 2020)

**Recommended for anyone who wants a basic level of awareness of safeguarding.**

Required for PCC Members and anyone going on to complete Foundation or Leadership training. Including but not limited to: Vergers, Servers, Welcomers, Caretakers, Refreshment Helpers, Shop Staff, Sidespersons, PCC members, Churchwardens, Bell-ringers, Choir Members / Music Group Members, Employees of the Diocesan Board of Education and the Diocesan Board of Finance, and those who regularly sit on interview panels including Bishops Advisors and DDOs.

*This course is a pre-requisite for other core training modules.*

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**Required for anyone who has safeguarding responsibilities or has contact in their church role with children, young people and/or vulnerable adults.**

Including but not limited to: Clergy, Chaplains (including Chaplains to the Armed Forces), Lay Ministers (licensed, commissioned, authorised etc.), Readers, Pre-ordination or License Students, Vergers, Welcomers, Lay employees and volunteer workers with pastoral responsibility, those who are in paid employment or a voluntary role which involves direct work with children, young people or vulnerable adults, including Bell-Ringers, drivers providing transport in an official capacity, Curates, Succentors, Ministry Interns, Learning Centre Teachers, Departmental Directors, Lay Chapter Members, Churchwardens, Workshop Leaders, Church Safeguarding Representatives, Safeguarding Lead on PCC, Servers, Sunday School Volunteers, Choir/Music Group/Drama Leaders where there are 0-18 year olds or vulnerable adults in the group, congregation committees, Core teaching staff at Theological Education Institutions, Members of the Diocesan Safeguarding Panel, members of religious communities who work with vulnerable groups, Support and Link Person, those working alongside clergy in a wellbeing/support structure, Spiritual Directors, those who regularly sit on interview panels including Bishops Advisors and DDOs.

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(Updated November 2020) The Leadership Pathway is about leadership and cultural change, so it follows that the people who participate should be those who play a lead role in shaping the culture of the Church body concerned.

This will usually Include: Anyone holding the Bishop’s licence, commission, authorisation, or permission. (For those that have PTO/PTM the NST is reviewing the requirements please see note below), Cathedral Canons (who are not engaged in the Senior Leadership Pathway), Safeguarding Officers in all Church bodies, Honorary Bishops, Teaching staff at Theological Education Institutions who are delivering the Leadership Pathway and Safeguarding Lead in TEIs.

But it will also include other role-holders in particular leadership positions in Church bodies. In this Diocese, Archdeacon Julie in her capacity as safeguarding lead for the Bishop has determined that the following roles will require attendance on the leadership training: Churchwardens, those who have overall responsibility for children/vulnerable adult activities e.g. Sunday school coordinator, leader of a pastoral care team, homelessness project leader, youth and children’s workers who have a significant role in leading/supervising/developing work with children and young people, Bell Tower Captain, Directors of Music where there are children’s choirs.
For those that have Permission to Officiate or Permission to Minister the NST are developing a Bespoke Leadership PTO Pathway to reflect the level of involvement with the church that the individual has. Those that play a lead role in shaping the culture of the Church body concerned will be required to undertake the main Leadership Training Pathway; others who do not fit the criteria will either have to attend a new and less time consuming course or complete the online Foundation Course (C1) as a refresher. This will be on a case by case basis and on the authority of the Diocesan Bishop and the Diocesan Safeguarding Adviser (Officer). Until this new pathway has been agreed, those with PTO/PTM will still have to undertake the Leadership Pathway in full.