Diocese of Bristol

Diocesan Training Strategy 2020-2023

Introduction

The national Practice Guidance: Safeguarding Training And Development (2019)[1] sets out the framework for safeguarding training to ensure that all Church officers[2] are trained in aspects of safeguarding relevant to their role to develop and maintain the necessary knowledge, attitude and skills to safeguard and protect children, young people, vulnerable adults[3] as outlined in the 'Promoting a Safer Church' House of Bishops policy statement (2017)[4]. The practice guidance applies to all Church officers. Please note under section 5 of the Safeguarding and Clergy Discipline Measure 2016[5] all authorised clergy, Bishops, Archdeacons, Licensed Readers and Lay Workers, Churchwardens and PCCs must have 'due regard'[6] to safeguarding guidance issued by the House of Bishops (this will include both policy and practice guidance).

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[1] https://www.churchofengland.org/media/3467
[2] A 'Church Officer' is anyone appointed/ elected by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid
[3] For the purpose of Church policy and guidance the definition of 'vulnerable adult' is contained in the Safeguarding and Clergy Discipline Measure 2016, which defines a 'vulnerable adult' as 'a person aged 18 or over whose ability to protect himself or herself from violence, abuse, neglect or exploitation is significantly impaired through physical or mental disability or illness, old age, emotional fragility or distress, or otherwise; and for that purpose, the reference to being impaired is to being temporarily or indefinitely impaired'. Please note that the Care and Support Statutory Guidance issued under the Care Act 2014 (14.2) by the Department of Health uses the term 'adults experiencing, or at risk of abuse or neglect' to assess eligibility to statutory social care services.
[4] https://www.churchofengland.org/media/17545
[5] https://www.churchofengland.org/sites/default/files/2017-10/cdm-2003-as-amended-by-scdm-jan-2017-as-published_0.pdf
[6] A duty to have 'due regard' to guidance means that the person under the duty is not free to disregard it but is required to follow it unless there are cogent reasons for not doing so. ('Cogent' for this purpose means clear, logical and convincing). Failure by clergy to comply with the duty imposed by the 2016 Measure may result in disciplinary action.

The House of Bishops guidance requires dioceses to offer consistent training in safeguarding for clergy, and other diocesan officers including all those who hold the Bishop's licence. Although there is no statutory requirement for this training, there is an expectation in Government guidance[7] that all staff, volunteers and office-holders know what to do should safeguarding situations arise. There may also be issues of insurance and vicarious liability should training opportunities not have been made available to parishes by the diocese, together with robust encouragement to access it. The costs for this training are fully covered by the diocese for diocesan officers and members of congregations in the diocese.

A healthy Christian community is one which ensures and nurtures the wellbeing of all. Safeguarding needs therefore to be embedded in all aspects of the life and ministry of the Church, and safeguarding training and development is seen in this context. It is essential that churches understand safeguarding as a theological imperative, rooted in the nature and love of God, and outworking in basic commitments to giving equal worth to all, practising reciprocal pastoral care, and treating those who are most vulnerable with respect and dignity.

Content

Training will be focused on building healthy communities with a culture of safety, in which the wellbeing of all is ensured and nurtured. Modules reflect the national requirements across all dioceses for ensuring healthy safeguarding practice, responding well to victims and survivors of abuse in the church context. They emphasise the need to work in co-operation with the Safeguarding Advisor and with statutory agencies in all safeguarding matters. Training for all church roles will include safer working practices which emphasise the importance of maintaining proper boundaries and a culture of 'respectful uncertainty'. Within the Church, all are welcomed, including those who pose risk, and in most situations, Church officers will be unaware of any risks posed. The Church is therefore uniquely challenged to provide a safe environment for all who attend, especially children and those who are vulnerable.

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[7] Working together to Safeguard Children (2018); The Care Act Statutory Guidance: 14.225 (2016)

Training arrangements

Safeguarding training must be delivered by experienced and skilled trainers, who understand the statutory requirements of safeguarding children and adults, and how these are provided in the church context.

Modules designed for face-to-face participative learning should be delivered to groups of ideally a maximum of 30. Participants need the opportunity to explore with the trainer and one another the challenges which they face in their work with children and adults who may be vulnerable. Participants may also have vulnerabilities due to having experienced abuse in the past, and trainers will need to take this into consideration and make provision for any attendee who may become distressed. Participants in training are also likely to need some opportunity to reflect on the relationship between safeguarding issues and their beliefs as articulated in theological language if safeguarding learning is to become thoroughly integrated with their behaviour, relationships and culture in the life of the church.

Every training session should include two people in a leadership role: either two trainers, or one trainer and one experienced and skilled co-worker[8], in order that the needs of participants can be fully addressed. In full day sessions (foundation and Leadership run together), two trainers are generally required to ensure there is a change of voice, pace and approach, especially as both delivering and receiving safeguarding training can be emotionally draining.

Current courses

The annual training programme is set by the Diocesan Safeguarding Advisor, in consultation with the Diocesan Ministry and Development Team, the Diocese Safeguarding Steering Group and the Diocesan Bishop.

The following table lists courses available as part of the Diocesan Training Strategy for 2020/23. A range of training opportunities is provided, reflecting the needs of the target groups. Local, delivery of the Foundation and Safe Recruitment courses for deaneries or groups, benefices or parishes can be negotiated on request, to be

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[8] e.g. in a parish context this could be the volunteer trainer and the PSO/ Clergy

delivered by voluntary parish trainers. Attendance at courses must be booked in advance.

Diocesan Safeguarding Training Needs Analysis 2020-2023

Module	Learning Aims: This Module aims to…	Who for:	Estimated Number	Max Attendees per course	Estimated Number of Courses required over 3 years
Basic Awareness	Develop a basic awareness of safeguarding in the context of the church and Christian pastoral care.	Anyone who wants a basic level of awareness of safeguarding: required for PCC members and anyone going on to complete Foundation or Leadership Training.	9740[9]	Available as online module; can also be delivered to small groups face to face.	
Foundation	Situate safeguarding in the context of the church and equip participants with the knowledge and skills in knowing what, when and how to report concerns.	Required for anyone who has safeguarding responsibilities or has contact in their church with children, young people or vulnerable adults	1983[10]	30 (avg. attendance per course is 17[11])	66 22 per annum if each course has 30 participants, 38 per annum if average level of attendance 2019 - 40 C1 courses provided
Leadership	To equip parish officers to embed healthy parish safeguarding practice and to explore the roles and personal vulnerabilities of parish officers in implementing parish safeguarding procedures and responding to serious situations.	Required for anyone who has safeguarding leadership responsibilities or responsibility for leading activities involving children, young people and/ or vulnerable adults	361[12]	30 (avg. attendance per course is 13[13])	12 4 per annum if each course has 30 participants, 9 per annum if average level of attendance 2019 - 13 C2 courses provided

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[9] Statistics for Mission 2018 - Usual Adult Sunday attendance
[10] Number of individuals with a DBS check for a role which requires Foundation level training but have yet to complete the training (60%) of total
[11] 2018 training statistics
[12] Number of Individuals with a DBS check for a role which requires leadership level Training but have yet to complete the Training (48%) of total
[13] 2019 training statistics

Module	Learning Aims: This Module aims to…	Who for:	Estimated Number	Max Attendees per course	Estimated Number of Courses required over 3 years
Safer Recruitment	To explore legislation and statutory and other relevant guidance which ensure safer recruitment To be more familiar with House of Bishops' safer recruitment practice guidance	Anyone involved in the recruitment of church officers – paid and unpaid, ordained and lay	298[14]	30 Avg. attendance on S1 courses in 2019 - 10	10 5 courses provided in 2019.
Raising Awareness of Domestic abuse and Violence	Examines issues relating to domestic abuse, especially for vulnerable groups and children and how the church can respond well	Anyone holding a Bishops licence, commission, authorisation or PtO, spiritual Directors, Bishops Visitors, Pastoral Visitors and Safeguarding Officers	620[15]	20 Avg. attendance on S1 courses in 2019 - 10	31 7 courses planned in 2019 but 3 cancelled due to low numbers.

Clergy and other licensed roles

Given that Clergy no longer have a specific Clergy Safeguarding course the provision of two C3 Courses will be replaced by two clergy specific Foundation and Leadership courses held each year, one of which is targeted at new Curates. They will also have the option of attending any Foundation and Leadership courses held across the year this will increase the number of training opportunities available to Clergy whilst still providing an opportunity for attending a course aimed specifically at those in a clergy position.

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[14] Based on number of licensed clergy and Parish Safeguarding Officers removing the number of each role Clergy/PtO/LLM (128) and PSO (49) that have received safer recruitment training to date.
[15] Based on number of licensed clergy and Parish Safeguarding Officers removing the number of each role Clergy/PtO/LLM/PSO (128) that have received Domestic Abuse training to date.

Grooming, Sexual Abuse, responding to Survivors

Face to face training module.
This course will aim to examine issues relating to grooming and sexual abuse, and how the church can respond well. It is expected to be released during 2020 however it has yet to be determined who will be expected to attend.

Emotional/ psychological abuse - to include spiritual abuse and health Christian cultures

Face to Face training module.

Awaiting practice guidance currently in development.

The Ministry of Reconciliation (the Seal of the Confessional)

Face to Face training module.
This module will be delivered by a member of the clergy with relevant experience with a member of the Diocesan Safeguarding Team. Specific training will be provided by the NST to the clergyperson and DSA/ Trainer. It will be mandatory for all Clergy within IME 2 and those who currently 'regularly practise' this ministry.

Training Needs Analysis review

An annual review of the training needs analysis will be undertaken in the autumn. This will incorporate information provided by Parishes through their own Parish Training Needs Analysis (see Appendix 1 which will be incorporated into the 'Parish Dashboard' when it goes live in early 2020. It is also expected to be reviewed when new courses outlined above are released by the National Safeguarding Team. The Training needs analysis will be provided to the Diocesan Safeguarding Steering Group annually or as it is required to be reviewed.

	Basic Awareness C0)		Foundation (C1)	Leadership (C2)	Safeguarding Training for Senior Leaders (C4)	Refresher
✓ = new requirement from 2020	Recommended for anyone who needs a basic level of awareness of safeguarding This course is a prerequisite for attendance on any other Core training module it is available online or face to face		Required for anyone who has safeguarding responsibilities/ contact with children and/ or vulnerable adults	Required for anyone who has safeguarding leadership responsibilities/ Leading activities involving children and / or vulnerable adults. Includes everyone who holds a Bishop's Licence.	Senior staff who have key roles in safeguarding policy, strategy and practice **This Course is delivered by the National Safeguarding Team**	Anyone who has completed Foundation, Leadership after 3 years. Refresher versions of the Foundation and Leadership courses are available for those who have completed either in the last 3 years.
Frequency	**Refreshed every 3 years**					
Who Books	Open access	Parish books trainer	Parish books trainer	Individual via Diocesan website	Diocese via National team	Individual via Diocesan website
Timescale	Within 3 months		**Within first year**	**Within first year**		**Every 3 years**
Vergers	✓	✓	✓	X	X	X
Servers	✓	✓	✓	X	X	X

	Basic Awareness C0)		Foundation (C1)	Leadership (C2)	Safeguarding Training for Senior Leaders (C4)	Refresher
	Open access	Parish books trainer	Parish books trainer	Individual via Diocesan website	Diocese via National team	Individual via Diocesan website
Welcomers	✓	✓	✓	X	X	X
Caretakers	✓	✓	X	X	X	X
Refreshment helpers	✓	✓	X	X	X	X
Shop staff	✓	✓	X	X	X	X
Sidespersons	✓	✓	X	X	X	X
Church watcher	✓	✓	X	X	X	X
Flower arranger	✓	✓	X	X	X	X
Church Administrative Staff	✓	✓	✓	X	X	X
Bell ringers	✓	✓	X	X	X	X
Choir Members/ Music Group members (inc. sound/AV)	✓	✓	X	X	X	X
All employees of Diocesan Board of Education (DBE)	✓	✓	X	X	X	X
All employees of Diocesan Board of Finance (DBF)	✓	✓	X	X	X	X

	Basic Awareness C0)		Foundation (C1)	Leadership (C2)	Safeguarding Training for Senior Leaders (C4)	Refresher
	Open access	Parish books trainer	Parish books trainer	Individual via Diocesan website	Diocese via National team	Individual via Diocesan website
Those who regularly sit on interview panels	✓	✓	✓	✓	X	X
Parish workers with children/ vulnerable adults (paid or volunteer)	✓	✓	✓	X	X	✓
Supervisors of work with children/vulnerable adults (paid or volunteer)	✓	✓	✓	✓	X	✓
Safeguarding Officer (Parish/ Church/ Cathedral)	✓	✓	✓	✓	X	✓
Church Operations Manager	✓	✓	✓	X	X	✓
Church Wardens	✓	✓	✓	✓	X	✓
PCC member	✓	✓	X*	X	X	X*
PCC safeguarding Lead	✓	✓	✓	✓	X	✓
Youth and Children's Pastors	✓	✓	✓	✓	X	✓
House Group Leaders	✓	✓	✓	✓	X	✓
Lay persons appointed to pastoral leadership in a local church	✓	✓	✓	✓	X	✓

	Basic Awareness C0)		Foundation (C1)	Leadership (C2)	Safeguarding Training for Senior Leaders (C4)	Refresher
	Open access	Parish books trainer	Parish books trainer	Individual via Diocesan website	Diocese via National team	Individual via Diocesan website
Directors of Music/ Music Group leader	✔	✔	✔	✔	X	✔
Choir/ Drama Group Leaders (if under 18s or Vulnerable Adults in Group)	✔	✔	✔	✔	X	✔
Bell Tower Captains/ Teachers	✔	✔	✔	✔	X	✔
Registrar	✔	✔	X	X	✔	✔
Diocesan Secretary	✔	✔	X	X	✔	✔
Diocesan Communications Officer	✔	✔	X	X	✔	X
Chair of Diocesan Safeguarding Steering Group	✔	✔	✔	✔	✔	✔
Members of DSSG	✔	✔	✔	✔	✔	✔
Diocese Departmental Directors	✔	✔	✔	✔	✔	✔
Diocesan Director of Ordinands	✔	✔	✔	✔	✔	✔
HR Adviser/ Manager	✔	✔	X	X	✔	X

	Basic Awareness C0)		Foundation (C1)	Leadership (C2)	Safeguarding Training for Senior Leaders (C4)	Refresher
	Open access	Parish books trainer	Parish books trainer	Individual via Diocesan website	Diocese via National team	Individual via Diocesan website
Bishop's Chaplain	✓	✓	✓	✓	✓	✓
Diocesan Warden of Readers	✓	✓	✓	✓	✓	✓
Diocesan Safeguarding Adviser	✓	✓	X	X	✓	✓
Head of Ministry Development	✓	✓	✓	✓	✓	✓
Bishop	✓	✓	✓	✓	✓	✓
Archdeacon	✓	✓	✓	✓	✓	✓
Incumbents/Priest-in-Charge	✓	✓	✓	✓	X	✓
Permission to Officiate (PTO)	✓	✓	✓*	✓	X	✓
Curates	✓	✓	✓	✓	X	✓
Licensed Lay Minister (LLM in training)	✓	✓	✓	✓	X	✓
Licensed Lay Minister (LLM licenced)	✓ if not completed in training	✓ if not completed in training	✓ if not completed in training	✓ if not completed in training	X	✓

	Basic Awareness C0)		Foundation (C1)	Leadership (C2)	Safeguarding Training for Senior Leaders (C4)	Refresher
	Open access	Parish books trainer	Parish books trainer	Individual via Diocesan website	Diocese via National team	Individual via Diocesan website
Ordinands/ Independent students	✔	✔	✔ (prior to Placement)	✔ (prior to leaving TEI)	X	X
Spiritual Directors	✔	✔	✔	✔	X	✔
Pastoral Visitors/ Lay persons with Pastoral Responsibility	✔	✔	✔	X	X	✔
Home Visitors	✔	✔	✔	✔	X	✔
Authorised Listeners	✔	✔	✔	X	X	✔
Bishop's Visitors	✔	✔	✔	✔	X	✔
Support and Link Persons	✔	✔	✔	✔	X	✔
Lay Chapter Members	✔	✔	✔	✔	X	✔
Members of Religious Communities in active ministry working with children/vulnerable adults	✔	✔	✔	X	X	✔
Safeguarding Leads in Religious Communities	✔	✔	✔	✔	X	✔

	Basic Awareness C0)		Foundation (C1)	Leadership (C2)	Safeguarding Training for Senior Leaders (C4)	Refresher
	Open access	Parish books trainer	Parish books trainer	Individual via Diocesan website	Diocese via National team	Individual via Diocesan website
Deans	✔	✔	✔	✔	✔	X
Residentiary/ Minor Canons	✔	✔	✔	✔	✔	X
TEI Principal	✔	✔	✔	✔	✔	X
TEI Vice Principal(s)	✔	✔	✔	✔	✔	X
TEI Safeguarding Lead	✔	✔	✔	✔	✔	X
TEI Core Teaching Staff	✔	✔	✔	X	X	✔

E = Essential X = not required D = Desirable R - Relevant:	S1 Safer Recruitment	S2 Pastoral Relationships, Confidentiality and Confession	S3 Responding to Domestic Abuse
	Explores the scope of Safer Recruitment procedures in the Church context for all paid staff and volunteers with children and adults	Explores the practical and other implications of pastoral care, confidentiality and confession on safeguarding policies and practice.	Examines issues relating to domestic abuse, especially for vulnerable groups and children in the context of adult abuse, and how the church can respond to this.
DBS recruiters	E	X	X
Clergy	E	E	E
Licensed Lay Minister	E	E	E
Permission to Officiate	D	E	E
Ordinands	D	E	R
LLM in Training	X	E	X
Spiritual Directors	X	E	E
Pastoral Visitors	X	E	E
Authorised Listeners	X	E	X
Leaders of Children's/ Vulnerable Adults Activities	D*	E	E
Designated member of PCC	E*	X	X
Senior staff (teams)**	E*	D	D
Church Wardens	D*	D	D

E = Essential X = not required D = Desirable R - Relevant:	S1 Safer Recruitment	S2 Pastoral Relationships, Confidentiality and Confession	S3 Responding to Domestic Abuse
Youth Workers	D*	R	D
Diocesan/Parish/Cathedral Safeguarding Officers	E	E	E
PCC safeguarding Lead	E*	X	X
TEI safeguarding Lead	E*	R	R
Religious Community Safeguarding Lead	E*	R	R