



## Diocesan Training Strategy 2020-2023 (revised Sept 2022)

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### Introduction

The national Safeguarding Learning & Development Framework (2021)<sup>1</sup> sets out the framework for safeguarding training to ensure that all Church officers<sup>2</sup> 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<sup>3</sup> as outlined in the ‘Promoting a Safer Church’ House of Bishops policy statement (2017)<sup>4</sup>. The framework applies to all Church officers. Please note under section 5 of the Safeguarding and Clergy Discipline Measure 2016<sup>5</sup> all authorised clergy, Bishops, Archdeacons, Licensed Readers and Lay Workers, Churchwardens and PCCs must have ‘due regard’<sup>6</sup> to safeguarding guidance issued by the House of Bishops (this will include both policy and practice guidance).

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<sup>1</sup> <https://www.churchofengland.org/media/3467>

<sup>2</sup> 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

<sup>3</sup> 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.

<sup>4</sup> <https://www.churchofengland.org/media/17545>

<sup>5</sup> [https://www.churchofengland.org/sites/default/files/2017-10/cdm-2003-as-amended-by-scdm-jan-2017-as-published\\_0.pdf](https://www.churchofengland.org/sites/default/files/2017-10/cdm-2003-as-amended-by-scdm-jan-2017-as-published_0.pdf)

<sup>6</sup> 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<sup>7</sup> 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

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<sup>7</sup> Working together to Safeguard Children (2018); The Care Act Statutory Guidance: 14.225 (2016)

provide a safe environment for all who attend, especially children and those who are vulnerable.

## **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 24 for the Basic Awareness and Foundation Pathways and 12 for the Leadership Pathway. 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<sup>8</sup>, in order that the needs of participants can be fully addressed.

## **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.

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<sup>8</sup> e.g. in a parish context this could be the volunteer trainer and the PSO/ Clergy

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 Domestic Abuse courses for deaneries or groups, benefices or parishes can be negotiated on request, to be delivered by voluntary parish trainers. Attendance at courses must be booked in advance.

## Diocesan Safeguarding Training Needs Analysis 2021 - 2023

<b>Module</b>	<b>Learning Aims:</b> This Module aims to...	<b>Who for:</b>	<b>Estimated Number</b>	<b>Max Attendees per course</b>	<b>Estimated Number of Courses required over 3 years</b>
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 <sup>9</sup>	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, including PCC members, or has contact in their church with children, young people or vulnerable adults	1650 <sup>10</sup>	24 (avg. attendance per course is 17 <sup>11</sup> )	66 22 per annum if each course has 24 participants, 33 per annum if average level of attendance.
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	407 <sup>12</sup>	12 (avg. attendance per course is 10.7 <sup>13</sup> )	36 12 per annum if each course has 12 participants, 13 per annum if average level of attendance

<sup>9</sup> Statistics for Mission 2018 - Usual Adult Sunday attendance

<sup>10</sup> Number of individuals with a DBS check for a role which requires Foundation level training but have yet to complete the training (55%) of total

<sup>11</sup> 2021 training statistics

<sup>12</sup> Number of Individuals with a DBS check for a role which requires leadership level Training but have yet to complete the Training (43%) of total

<sup>13</sup> 2021 training statistics

<b>Module</b>	<b>Learning Aims:</b> This Module aims to...	<b>Who for:</b>	<b>Estimated Number</b>	<b>Max Attendees per course</b>	<b>Estimated Number of Courses required over 3 years</b>
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 <sup>14</sup>	Available as online module; can also be delivered to small groups face to face.	
Raising Awareness of Domestic Abuse	Examines issues relating to domestic abuse, especially for vulnerable groups and children and how the church can respond well	Required for anyone who has safeguarding responsibilities, including PCC members, or has contact in their church with children, young people or vulnerable adults	620 <sup>15</sup>	Available as online module; can also be delivered to small groups face to face.	

## 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 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.

<sup>14</sup> 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.

<sup>15</sup> 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.

	<b>Basic Awareness (C0)</b>	<b>Foundation (C1)</b>	<b>Leadership (C2)</b>	<b>Safeguarding Training for Senior Leaders (C4)</b>
	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 License.	Senior staff who have key roles in safeguarding policy, strategy and practice  <b>This Course is delivered by the National Safeguarding Team</b>
<b>Frequency</b>	<b>Refreshed every 3 year</b>			
<b>Who Books</b>	E-Learning	E-Learning	Zoom Course via Diocesan website	National Team
<b>Timescale</b>	Within 3 months	<b>Within first year</b>	<b>Within first year</b>	
Bell ringers	✓	-	-	-
Bell Tower Captains (if under 18s or Vulnerable Adults in Group)	✓	✓	(✓)	-
Caretakers	✓	-	-	-
Choir/ Drama Group Leaders (if under 18s or Vulnerable Adults in Group)	✓	✓	(✓)	-
Directors of Music/ Music Group leader (if under 18s or Vulnerable Adults in Group)	✓	✓	(✓)	-

	E-Learning	E-Learning	Zoom Course via Diocesan website	National Team
Church Administrative Staff	✓	✓	-	-
Church Operations Manager	✓	✓	-	-
Churchwardens	✓	✓	✓	-
Church watcher	✓	-	-	-
Flower arranger	✓	-	-	-
Home Visitors	✓	✓	-	-
House Group Leaders	✓	✓	-	-
Lay persons appointed to pastoral leadership in a local church	✓	✓	✓	-
Parish workers with children/ vulnerable adults (paid or volunteer)	✓	✓	-	-
Pastoral Visitors/ Lay persons with Pastoral Responsibility	✓	✓	-	-
PCC member	✓	✓	-	-
PCC safeguarding Lead	✓	✓	✓	-
Refreshment helpers	✓	-	-	-
Safeguarding Officer (Parish/ Church/ Cathedral)	✓	✓	✓	-
Servers	✓	-	-	-
Shop staff	✓	-	-	-
Sidespeople	✓	-	-	-
Supervisors of work with children/vulnerable adults (paid or volunteer)	✓	✓	✓	-
Vergers	✓	✓	-	-



	E-Learning	E-Learning	Zoom Course via Diocesan website	National Team
Welcomers	✓	-	-	-
Youth and Children's Pastors	✓	✓	✓	-
Those who regularly sit on interview panels	✓	✓	✓	-
All employees of Diocesan Board of Education (DBE)	✓	-	-	-
All employees of Diocesan Board of Finance (DBF)	✓	-	-	-
Registrar	✓	-	-	✓
Chair of Diocesan Safeguarding Steering Group	✓	✓	✓	-
Members of DSSG	✓	✓	-	-
Diocesan Secretary	✓	✓	✓	✓
Diocesan Director of Ministry Development	✓	✓	✓	✓
Diocesan Director of Ordinands	✓	✓	✓	- **
Diocesan Warden of Readers	✓	✓	✓	-
Diocesan Director Safeguarding	✓	✓	✓	✓
Diocesan Departmental Directors of Comms & HR	✓	✓	✓	✓
Diocesan Safeguarding Officer	✓	✓	✓	✓
Bishop's Chaplain	✓	✓	✓	✓
Bishop	✓	✓	✓	✓
Archdeacon	✓	✓	✓	✓
Incumbents / Priest-in- Charge	✓	✓	✓	-
Permission to Officiate (PTO) [Inc. LLM]	✓	✓	✓*	-
Curates	✓	✓	✓	-

	E-Learning	E-Learning	Zoom Course via Diocesan website	National Team
Licensed Lay Minister (LLM in training)	✓	✓	✓	-
Licensed Lay Minister (LLM)	✓	✓	✓	-
Ordinands/ Independent students	✓	✓ (prior to Placement)	✓ (prior to leaving TEI)	-
Authorised Listeners	✓	✓	-	-
Bishop's Visitors	✓	✓	-	-
Spiritual Directors	✓	✓	-	-
Support and Link Persons	✓	✓	-	-
Members of Religious Communities in active ministry working with children/vulnerable adults	✓	✓	-	-
Safeguarding Leads in Religious Communities	✓	✓	✓	-
Deans	✓	✓	✓	✓
Residentiary/ Minor Canons	✓	✓	✓	✓
Lay Chapter Members	✓	✓	✓	-
TEI Principal	✓	✓	✓	✓
TEI Vice Principal(s)	✓	✓	✓	✓
TEI Safeguarding Lead	✓	✓	✓	✓
TEI Core Teaching Staff	✓	✓	-	-

	Raising Awareness of Domestic Abuse	Safer Recruitment and People Management
	Equips participants to engage thoughtfully and proactively with the issue of domestic abuse and those affected.	Equips participants with an understanding of safer recruitment, and the skills and practice necessary to promote positive safeguarding behaviour (and detect safeguarding risk) once a person is in role.
<b>Frequency</b>	<b>Refreshed every 3 year</b>	
<b>Who Books</b>	E-Learning	E-Learning
Churchwardens	✓	✓*
Clergy	✓	✓*
DSSG Members	✓	-
DBS recruiters	-	✓
Licensed Lay Minister	✓	✓*
Leaders of Children's/ Vulnerable Adults Activities	✓	✓*
Ordinands	✓	✓
Parish/Church/Cathedral Safeguarding Officers	✓	✓
Pastoral Visitors (including Bishop's Visitors)	✓	-
PCC Member / Lay Chapter Member	✓	-
PCC safeguarding Lead	✓	-
Permission to Officiate	✓	-
Religious Community Safeguarding Lead	✓	✓*
TEI staff with student facing roles	✓	-
TEI safeguarding Lead	✓	✓*
Spiritual Directors	(✓)	-

(✓) Recommended participation

✓\* Line managers and anybody involved in the recruitment of Church Officers (employees, elected members and volunteers).