

Essential Safeguarding Learning Pathways for Church Officers

Core Safeguarding Learning Pathways

Learning Pathway	Basic Awareness	Foundation	Leadership	Permission to Officiate
Delivery Format	Completed Online through Safeguarding Training Portal. Approximate completion time is 1hr 15 minutes. Questions to complete throughout the pathway.	Completed Online through Safeguarding Training Portal. Approximate completion time is 1hr 30 minutes. Questions to complete throughout the pathway.	Completed by attending 2 x 90-minute Zoom or face-to-face sessions with pre-session activities and a reflective evaluation exercise.	Completed at one three-hour Zoom or face-to-face session with pre-session activities and a reflective evaluation exercise.
Required for	<ul style="list-style-type: none"> All Church Officers¹ Anyone going on to complete any other safeguarding learning pathway 	<ul style="list-style-type: none"> Anyone holding the Bishop's licence, commission, authorisation or permission. Anyone in a role which involves work with children or vulnerable adults. Churchwardens Pre-Ordination or license students, prior to BAP or selection panel Vergers PCC Members / Lay Chapter Members Staff at TEIs with student facing roles Members of the Diocesan Safeguarding Advisory Panel Anyone going on to complete any other safeguarding learning pathway 	<ul style="list-style-type: none"> Anyone holding the Bishop's licence, commission or authorisation Non-executive members of Chapter Parish Safeguarding Officers / Safeguarding Leads in all Church bodies Teaching staff at TEIs who deliver the Leadership Pathway Anyone that you consider within your local context who significantly influences the culture of the Church body (e.g. lay ministry staff employed by the PCC or churchwardens during a vacancy) 	<ul style="list-style-type: none"> Anyone holding PtO, ordained or lay, as an alternative to the Leadership Pathway. <p><i>*If someone with PtO significantly influences the culture of the Church body then they should complete Leadership and not the PtO Pathway.</i></p>
Renewal	The highest level Core Safeguarding Learning Pathway training should be renewed every three years.			

¹ Anyone undertaking a role on behalf of the Church, ordained or lay, paid or volunteer.

Additional Safeguarding Learning Pathways

Learning Pathway	Parish Safeguarding Officer Induction	Safer Recruitment and People Management	Raising Awareness of Domestic Abuse
Delivery Format	Completed at one 3hr 15min Zoom session, with pre-session activities, the production of a post-course safeguarding development plan and a follow up discussion with a member of the safeguarding team.	Completed online through the Safeguarding Training Portal. Approximate completion time is 1.5-2hrs with questions to complete at the end of the pathway.	Completed online through the Safeguarding Training Portal. Approximate completion time is 1.5-2hrs with questions to complete at the of the pathway. Also available to be completed by attending a 2 hr 30-minute Zoom session with pre-session activities.
Required for	<ul style="list-style-type: none"> Anyone taking on the role of Parish Safeguarding Officer. <p><i>*Existing Parish Safeguarding Officers are welcome to attend if they would find this helpful.</i></p>	<ul style="list-style-type: none"> Line managers and anyone involved in the recruitment of Church Officers who have substantial contact with children or vulnerable adults (employees, elected members, volunteers) Incumbents DBS Recruiters and Verifiers Parish Safeguarding Officers / Safeguarding Leads in all Church Bodies Ordinands during IME1 	<ul style="list-style-type: none"> Anyone holding the Bishop's licence, commission, authorisation or permission Bishops Visitors / Pastoral Visitors Parish Safeguarding Officers / Safeguarding Leads in all Church Bodies Ordinands during IME1 Staff at TEIs with student facing roles Members of the Diocesan Safeguarding Advisory Panel
Renewal	The Additional Safeguarding Learning Pathways training should be renewed every three years.		

The table below does not include an exhaustive list of roles within the Diocese but gives an indicator of the safeguarding learning pathways required for Church Officers.

Role	Basic Awareness	Foundation	Leadership	Safer Recruitment	Domestic Abuse	Permission to Officiate	PSO Induction
Church Officers not required to complete any other safeguarding learning pathway	✓						
Young Leader (16-17) assisting with activities with children / vulnerable adults	✓						
Helper or Leader of activity with children / vulnerable adults (paid/unpaid)	✓	✓					
Church Warden	✓	✓	Recommend in vacancy				
House Group Leader	✓	✓					
PDP Encourager / Mentor and Faith Companion	✓	✓					
Lay Pastoral Leader	✓	✓					
Authorised Listener	✓	✓					
Spiritual Director	✓	✓					
PCC Member	✓	✓			Recommended		
DBS Verifier / Recruiter	✓	✓		✓			
Pastoral Visitor / Home Visitor	✓	✓			✓		
Bishops Visitor	✓	✓			✓		
Bell Tower Captain Additional guidance for all Bell Ringing roles found here .	✓	✓					
Parish Safeguarding Officer / Safeguarding Lead	✓	✓	✓	✓	✓		✓
Authorised Minister – Preach / Communion / Funeral	✓	✓	✓		✓		
Ordinand	✓	✓	✓	✓	✓		
LLM in Training	✓	✓	✓				
Curate	✓	✓	✓	✓	✓		
Incumbent	✓	✓	✓	✓	✓		
Anyone who holds a Licence, Authorisation or Commission from a Diocesan Bishop (inc. Clergy and Licensed Lay Ministers)	✓	✓	✓		✓		
Anyone holding Permission to Officiate	✓	✓	See above		✓	✓	