

SAFEGUARDING TRAINING AND LEARNING STRATEGY 2016-2020

VERSION 1 – JANUARY 2016

VERSION 2 FOLLOWING A REVIEW IN JANUARY 2017

Please note that throughout this strategy 'Training' refers only to that authorised to be delivered in line with Section 6 below.

1. Introduction

- 1.1 The Diocese seeks to ensure that all our safeguarding work including advice and guidance, policies, and practices follow national safeguarding guidance; statutory requirement, and best practice.
- 1.2 Specifically, The House of Bishops policies and practice guidance require dioceses to offer consistent training in safeguarding for clergy, and other diocesan and church officers* including all those who hold the Bishop's licence.
- 1.3 Although there is no statutory requirement for this training, there may 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.
- 1.4 The costs for this training will be fully covered by the Diocese for those set out in 1.2 above; and in addition for members of congregations in the Diocese as appropriate.
- 1.5 This Strategy will be evaluated and reviewed annually by the Diocesan Safeguarding Board and the Bishop's Staff (so that any further capacity or resourcing issues can be fed into the synodical governance framework).
- 1.6 This strategy may also be adjusted annually in response to new legislation, policies and guidance as advised by the national safeguarding team, and feedback from the previous year.

2. Content

- 2.1 Training will be focused on building healthy communities with a culture of safety, in which the wellbeing of all is ensured and nurtured.
- 2.2 Training modules will 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 will emphasise the need to work in co-operation with the diocesan safeguarding professionals, and with statutory agencies, in all safeguarding matters.

3. Requirements

- 3.1 The Bishop of Gloucester has set minimal requirements for safeguarding training for ordained, licensed and other church officers. These will include;
- ✓ All those who hold the Bishop's licence, commission or permission to officiate (this includes Deacons, as part of IME; new incumbents/stipendiary clergy new to the Diocese, as part of CMD; non-Stipendiary Ministers; Readers, as part of training and post licensing/commissioning; those applying for Bishop's Permission to Officiate.
 - ✓ Senior diocesan staff as determined by the Bishop of Gloucester.
 - ✓ Those involved in synodical governance structures within the diocese as determined by the Bishop of Gloucester, The Chair of the Board of Finance, and the Diocesan Secretary.
 - ✓ Appropriate diocesan staff as determined by the Head of HR and Safeguarding.
 - ✓ Senior Cathedral clergy and Cathedral staff and volunteers (specifically agreed by Chapter within Gloucester Cathedral's Safeguarding Strategy and Activity Plans).
 - ✓ Children and Families workers; youth workers and others as appropriate employed by the Diocese or in parishes.
 - ✓ Parish Safeguarding Officers – known as Nominated People in the Diocese of Gloucester.
 - ✓ Churchwardens.

4. Evaluation and review

- 4.1 All courses will be evaluated and feedback sought to ensure that events are well received and effective in their outcomes.
- 4.2 A Certificate of Attendance for each participant will be provided.
- 4.3 A record of attendance will be kept by the diocesan safeguarding team, and reminders sent to those who have not yet met minimum requirements.

5. Links with Gloucester Cathedral

- 5.1 The Chapter will annually review the Cathedral's safeguarding strategy and activity plans.
- 5.2 The Senior Management Team will ensure that all staff and volunteers participate in training and development as required.
- 5.3 The Chapter and take responsibility for ensuring that adequate safeguarding resources and capacity are in place.

6. Links with ministerial training, courses, and colleges

- 6.1 Strategic safeguarding policy and practice links will be the responsibility of The Head of HR and Safeguarding and The Director for the Department of Mission and Ministry.
- 6.2 The DDO and the Diocesan Safeguarding Officer will be responsible for ensuring safeguarding practical learning outcomes are built into the IME/IMD processes working together to ensure that theological underpinning is provided by appropriately trained people; and that all safeguarding training is led by or validated by the Diocesan Safeguarding Officer.

7. Links with Diocesan Board of Education, and Academy Trust.

- 7.1 Strategic safeguarding policy and practice links with schools will be the responsibility of the Education Director and the Chair of the Board of Education.
- 7.2 Strategic safeguarding policy and practice links with the Education Department within the diocese will be the responsibility of the Education Director, and the Head of HR and Safeguarding.
- 7.3 The senior Education Department/Academy Trust officers and the Diocesan Safeguarding Officer will be responsible for ensuring effective professional networking between themselves to ensure there are good practical links or understanding between the departments regarding the statutory safeguarding training for schools and governors (which will include many clergy and other church officers) and the broader safeguarding training context set out in this strategy.

8. Courses and training events

- 8.1 The annual diocesan training programme will be devised by the diocesan safeguarding team, in consultation with the Department for Mission and Ministry, the Safeguarding Board and the Diocesan Bishop.
- 8.2 Training will be delivered by appropriately trained people as appointed/agreed by the Head of HR and Safeguarding, and the Diocesan Safeguarding Officer.
- 8.3 The Diocesan Safeguarding Officer will be the lead training person for the diocese and will be responsible for the training and development of all appointed trainers and the training modules and materials used.
- 8.4 Training will be available at accessible venues across the Diocese throughout the year on a planned programme.
- 8.5 A range of training opportunities will be provided, reflecting the needs of the target groups; and this may also include some local, tailor-made events for deaneries or groups of parishes can be negotiated on request, to be delivered by voluntary parish trainers.

- 8.6 Details of all training, those eligible, venue, how to book on, and other information will be made available through regular communications to specific groups (clergy mailings, Reader mailings, newsletters etc). In addition the diocesan safeguarding team will ensure that all details are regularly updated on the diocesan safeguarding website pages.

<http://gloucester.anglican.org/safeguarding>

*The term Church Officer refers to anyone appointed by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid.