

Safeguarding learning/training overview document.

This gives an overview of all the required Church of England safeguarding courses, how to access them and who needs to do which one. This is in line with the national C of E House of Bishops' from January 2022. Training should be refreshed at the highest level of previous training.

Please do get in touch with [Becca Faal](#) and [Laura Evans](#) if you have any questions.

- ✓ Basic Awareness
- ✓ Foundation level
- ✓ Leadership
- ✓ PTOs
- ✓ Parish Safeguarding Officers
- ✓ Link people and Support people
- ✓ Domestic abuse
- ✓ Safer recruitment
- ✓ Senior Leadership

Pathway	Required and recommended attendees	Learning outcomes	Notes
<p>BASIC AWARENESS</p> <p>Online course</p> <p>One session</p> <p>Feedback happens at the end of the online course.</p> <p>Also available as a face-to-face course combined with Foundation.</p>	<p>Required: All Church Officers</p> <p>Recommended: Anyone who wants a basic level of awareness of safeguarding.</p>	<ul style="list-style-type: none"> • Connect the core principles and practices of safeguarding to the Christian faith. • Recognise issues of power and abuse as they present themselves in a range of contexts, including the Church. • Identify the barriers (emotional, psychological & theological) that can prevent the promotion of healthy Church communities. • Apply a clear process in the handling of concerns/safeguarding information whilst recognising the boundaries of their own role. 	<p>For Foundation Governors who hold no other church role only relevant school safeguarding requirements apply.</p>

<p>FOUNDATION</p> <p>Online course</p> <p>One session</p> <p>Feedback happens at the end of the online course.</p> <p>Also available as a face-to-face course combined with Basic Awareness.</p>	<p>Required:</p> <p>All who hold a Bishop's license All PTO clergy All Readers All LLMs All who hold a Bishop's authorisation, commission. Anyone in a role which involved working or volunteering with children, young people, or vulnerable adults. All Churchwardens All PCC members All lay Chapter members All those pre-ordination, and prior to BAP or selection panel Vergers Safeguarding Advisory Panel members</p>	<ul style="list-style-type: none"> • Connect an understanding of good safeguarding practice to their own role and responsibilities. • Recognise commonalities and differences arising from the age or circumstances of those affected, and how this informs appropriate action. • Identify wider support, accountability, and governance arrangements relevant for safeguarding in their context. • Analyse and respond appropriately to a variety of safeguarding scenarios whilst recognising the boundaries of their own role. 	
<p>LEADERSHIP</p> <p>Delivered course on zoom.</p> <p>Face to face sessions are also available.</p> <p>For this course some pre working is required and evaluation happens 4-6 weeks after session two to complete the course.</p>	<p>Required:</p> <p>All those who play a lead role in shaping the culture of the church at diocesan, Cathedral and local church levels. All lay ministry people/ teams employed by a PCC or in a BMO. All appointed leaders of new worshipping communities. PCC parish safeguarding officers. All who hold the Bishop's License. All those who are commissioned or authorised by the Bishop. All Honorary and Assistant Bishops. All Chaplains All PTO clergy who have a specific roles or significant ministry locally (in discussion with +Robert, the local PCC PSO/incumbent) All ordinands and Readers in training BEFORE they are licensed. All churchwardens in a vacancy.</p>	<ul style="list-style-type: none"> • Connect the Church's mission and theological foundations with what good leadership behaviour looks like in a safeguarding context. • Evaluate aspects of their own leadership practice and identify changes required which they then take forward with confidence. • Analyse what healthy Christian communities look like, how healthy communities keep people safe, and their role as leaders in shaping Christian communities that are healthy and safe. • Reflect on the impact that abuse and trauma have on individuals' lives, relationships, and interaction in a community setting. • Integrate their own faith, beliefs, and values with those underpinning good safeguarding behaviours. 	<p>In addition, where people have a particular local active cultural leadership role the diocesan safeguarding team will help determine whether that person/role is a 'required' attendee.</p>
<p>PTO CLERGY</p> <p>This is delivered in one online session.</p>	<p>Required:</p> <p>All those with PTO not mentioned above.</p>	<p>Connect the Church's mission and theological foundations with what good leadership behaviour looks like in a safeguarding context.</p> <ul style="list-style-type: none"> • Evaluate aspects of their own practice and identify changes required which they then take forward with confidence. 	<p>A prerequisite for this course is Basic Awareness and Foundation online if training is three years or more since their last leadership level parish training. The diocesan safeguarding team will have these records.</p>

<p>Face to face sessions are also available.</p> <p>For this course some pre working is required and evaluation happens 4-6 weeks after the training to complete the course.</p>		<ul style="list-style-type: none"> Analyse what healthy Christian communities look like, how healthy communities keep people safe, and their role as leaders in shaping Christian communities that are healthy and safe. Integrate their own faith, beliefs, and values with those underpinning good safeguarding behaviours. 	
<p>PARISH SAFEGUARDING OFFICERS (PSOs)</p> <p>A zoom or face to face course in one session.</p> <p>For this course some pre working is required and evaluation happens 4-6 weeks after the training to complete the course.</p>	<p>Required:</p> <p>People taking on the role as PSO</p> <p>Recommended:</p> <p>Existing PSOs</p>	<p>Understand the role, responsibilities and working relationships of the PSO, including the Local Authority.</p> <ul style="list-style-type: none"> Identify a variety of approaches to raising awareness and improving safeguarding practice. Evaluate safeguarding information reported by members of the church or community and determining an appropriate response. Create a development plan for local ministry to support development of safeguarding practice in their context. 	<p>A prerequisite for this course is Basic Awareness and Foundation online if training is three years or more since their last leadership level parish training.</p>
<p>RAISING AWARENESS OF DOMESTIC ABUSE</p> <p>Online course</p> <p>One session</p> <p>Feedback happens at the end of the online course.</p> <p>Also available as a face-to-face course</p>	<p>Required:</p> <p>All those holding a bishop's license, commission, authorisation or permission (including Clergy PTO, Readers and LLMs)</p> <p>All Bishop's Visitors and Pastoral Visitors</p> <p>Parish Safeguarding Officers</p> <p>PCC members and lay chapter members</p> <p>SAP members</p> <p>Recommended for anyone with a pastoral role in worshipping communities</p>	<p>Identify the typologies of domestic abuse and survivor groups.</p> <ul style="list-style-type: none"> Explore myths, barriers, stereotypes and impacts of domestic abuse particularly in a faith context. Reflect on how your own beliefs and values and the stories and narratives that they bring impact on your responses to survivors and perpetrators. Evaluate the needs of domestic abuse survivors to support them effectively, including referral pathways and the roles of supporting agencies. Identify safeguarding actions to protect victims or those at risk whilst also understanding the limitations and boundaries of your role. 	<p>-</p>
<p>SAFER RECRUITMENT AND</p>	<p>Required:</p> <p>All line managers in a parish, diocesan, Cathedral or other church/body setting with responsibility for or involvement in,</p>	<p>Reflect theologically on personnel recruitment and safer people management.</p>	<p>-</p>

<p>PEOPLE MANAGEMENT</p> <p>Online course</p> <p>One session</p> <p>Feedback happens at the end of the online course.</p> <p>Also available as a face-to-face course</p>	<p>the recruitment of a church officer (employees, elected members, and volunteers)</p> <p>DBS administrators</p> <p>Parish Safeguarding Officers</p>	<ul style="list-style-type: none"> • Understand the recruitment and people management process, its intersection with relevant legislation, and how each stage contributes to safer people management. • Explore good people management practice to be implemented once a person is in post/role. • Create a contextually relevant personal management plan that reduces risks. 	-
<p>SENIOR LEADERSHIP</p> <p>Three online sessions delivered by the National Safeguarding team.</p>	<p>Required:</p> <p>All Archbishops, Bishops and Deans</p> <p>All Archdeacons</p> <p>Residentiary Canons and Executive Chapter members</p> <p>Bishop's chaplains</p> <p>Diocesan Secretaries</p> <p>Chapter Stewards</p> <p>HR Directors</p> <p>Director of Education</p> <p>Director of Communications</p> <p>Registrars</p> <p>Cathedral music directors</p>	<p>Connect the Church's mission and theological foundations with the concept of "healthy cultures" and safeguarding principles, so that "safeguarding" is embedded in their beliefs and values, not just intellectually.</p> <ul style="list-style-type: none"> • Analyse leadership behaviours that are needed to promote healthier cultures (including how to involve and empower others) and feel confident and determined to demonstrate them. • Reflect on the kind of healthy culture that is protective, preventative, healing, and restorative. • Strengthen team working, sharing, supporting and role modelling in respect of safeguarding. • Show strengthened values and beliefs in respect of safeguarding by reflecting on their own leadership style and how their own personal life journeys and backgrounds can impact on their intellectual, emotional, and practical responses to safeguarding. • Develop a deeper intellectual and emotional understanding of the nature of harm and abuse and its impact on victims and others (both individuals and communities /organisations) in the Church. • Translate the above learning outcomes into new and observable leadership behaviours which deliver measurable safeguarding outcomes and demonstrate that safeguarding is at the heart of everything they do. 	-

<p>LINK PERSON</p> <p>3 zoom or face to face training sessions.</p> <p>For this course some pre working is required and evaluation happens 4-6 weeks after the training to complete the course.</p>	<p>These specifically identified people/roles will be coordinated by the diocesan safeguarding team in the spring of 2022.</p>	<p>Understand the role, responsibilities, and key working relationships of the Link Person.</p> <ul style="list-style-type: none"> • Explore the case/allegations management process, including partnership working with the Diocesan Safeguarding Officer. • Identify good practice in working with and effectively supporting respondents throughout the allegation management process. • Reflect on the importance of self-care, supervision and pastoral support whilst performing the role of Link Person. 	<p>-</p>
<p>SUPPORT PERSON</p> <p>3 zoom training sessions.</p> <p>For this course some pre working is required and evaluation happens 4-6 weeks after the training to complete the course.</p>	<p>These specifically identified people/roles will be coordinated by the diocesan safeguarding team in the spring of 2022.</p> <p>This training will be delivered by the National Safeguarding Team.</p>	<p>Understand the role, responsibilities, and key working relationships of the Support Person.</p> <ul style="list-style-type: none"> • Explore the skills and knowledge needed to undertake effective pastoral care, including a particular focus on trauma informed approaches. • Identify appropriate ways to support survivors, both during and after a disclosure has been made, and throughout the allegation management process. • Reflect on the importance of self-care, supervision and pastoral support whilst performing the role of Support Person. 	<p>-</p>
<p>DIOCESAN DIRECTOR OF ORDINANDS (DDO) AND ASSISTANT DDOS</p> <p>This training comprises 3 zoom training sessions.</p> <p>For this course some pre working is required and evaluation happens after 12 weeks to complete the course.</p>	<p>Required:</p> <p>All Diocesan Director of Ordinands and those in assistant roles.</p> <p>This training will be delivered by the National Safeguarding Team.</p>	<p>Connect the Church’s mission and theological foundations with the need to be rigorous about examining candidates in respect of safeguarding.</p> <ul style="list-style-type: none"> • Understanding the theological imperative of safeguarding, and the true nature of forgiveness, reconciliation, and redemption. • Recognise and be prepared to respond to candidates who have their own experiences of abuse. Explore issues of power and authority and how individuals and institutions can be groomed and how confidentiality can be used to create confusion around safeguarding. • Show strengthened values and beliefs in respect of safeguarding by reflecting on their own unconscious biases and how their own personal life journeys and backgrounds can impact on their intellectual, emotional, and practical responses to safeguarding individuals and communities /organisations in the Church. 	<p>-</p>

		• Translate the above into transparent decision making and record keeping.	
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