Practice Guidance: Safeguarding Training and Development

Basic Awareness

(CO)

Foundation

(C1)

Leadership

(C2)

Recommended for anyone who wants a basic level of awareness of safeguarding.

Required for PCC Members and anyone going on to complete Foundation or Leadership training.

Including but not limited to:

Vergers, Servers, Welcomers, Caretakers, Refreshment Helpers, Shop Staff, Sidespersons, PCC Members, Churchwardens, Bell-ringers, Choir Members/Music Group Members, Employees of the Diocesan Board of Education and the Diocesan Board of Finance, and those who regularly sit on interview panels including Bishops Advisors and DDOs.

This course is a pre-requisite for other core training modules.

Required for anyone who has safeguarding responsibilities or has contact in their church role with children, young people and/or vulnerable adults.

Including but not limited to:

Clergy, Chaplains (including Chaplains to the Armed Forces), Lay Ministers (licensed, commissioned, authorised etc.), Readers, Pre-ordination or License Students, Vergers, Welcomers, Lay employees and volunteer workers with pastoral responsibility, those who are in paid employment or a voluntary role which involves direct work with children, young people or vulnerable adults, including Bell-Ringers, drivers providing transport in an official capacity, Curates, Succentors, Ministry Interns, Learning Centre Teachers, Departmental Directors, Lay Chapter Members, Churchwardens, Worship Leaders, Church Safeguarding Representatives, Safeguarding Lead on PCC, Servers, Sunday School Volunteers, Choir/Music Group/Drama Leaders where there are 0-18 year olds or vulnerable adults in the group, congregation committees, Core teaching staff at Theological Education Institutions, Members of the Diocesan Safeguarding Panel, members of religious communities who work with vulnerable groups, Support and Link Persons, those working alongside clergy in a wellbeing/support structure, Spiritual Directors, and those who regularly sit on interview panels including Bishops Advisors and DDOs

Required for anyone who has safeguarding leadership responsibilities or responsibility for leading activities involving children, young people and/or vulnerable adults.

including but not limited to:

Clergy, Chaplains (including Chaplains to the Armed Forces and Lay Chaplains), Lay Ministers (licensed, commissioned, authorised etc.), Readers, Safeguarding Officers, Members of the DSA, Safeguarding Lead on PCC, Churchwardens, those who are in paid employment or a voluntary role which involves leadership work with children, young people or vulnerable adults, lay persons appointed to exercise pastoral leadership within a local church, Bishops visitors, Directors of Music, Bell Tower Captains, Bell-ringing Teachers, Curates, Succentors, Ministry Interns, Learning Centre Teachers, Sunday School leaders, Departmental Directors, Lay Chapter Members, Home Visitors, Ordinands and LLMs prior to leaving Theological Education Institutions, Support and Link Persons, those working alongside clergy in a wellbeing/support structure, Spiritual Directors, House Group Leaders, and those who regularly sit on interview panels including Bishops Advisors and DDOs

Refreshed every three years by completing the highest previous level of training.

E.g. for a
Churchwarden
who has
completed
Basic
Awareness,
Foundation
and Leadership
training the
refresher
requirement
would be to
repeat
Leadership
training

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In addition to these modular elements of safeguarding training there is one additional core safeguarding training module for clergy and senior leaders:

Safeguarding Training for Senior Leaders

(C4)

Required for senior staff who have key roles in safeguarding policy, strategy and practice.

Including but not limited to:

Diocesan, Area, Suffragan, Honorary Bishops, Deans, Residentiary Canons, members of Chapter, Cathedral Directors of departments, Archdeacons, Directors of Ordinands, Bishop's Chaplains, Theological Education Institute Principals, Vice Principals and Safeguarding Leads, Directors and Wardens of Readers, Diocesan Registrars, Diocesan Secretarys/Chiefs of Staff, Directors of Human Resources, Directors of Communications, Chairs of Safeguarding Panels, Leaders of Religious Communities and Safeguarding Leads

The content of this module is refreshed tri-annually by the National Safeguarding Team and it is retained for delivery by the National Safeguarding Team.

Example pathway of progression through safeguarding training:

Basic Awareness soon after first time seeing DDO if not already done Foundation before any placement work in the discernment process

Leadership if recommended at BAP, in IME 1 at TEI Safeguarding and the Seal of the Confession if ordained, in IME 2

Refresher leadership on a three year cycle