

## Diocesan and Cathedral Training Strategy 2022-2025

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### Introduction

The House of Bishop's Policy and Practice 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 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 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 including for the Cathedral.

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 Diocesan 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 appropriate professional boundaries.

Although in the past, "safeguarding" was considered very much in the light of "Child Protection" it is now seen to have a much wider remit, addressing the needs not only of children and young people, but also of adults. In the church context, adult vulnerability may be identified through specific conditions, such as disability or ill health, or because of specific situations, for example because of the power imbalance between a priest and people for whom he or she has a duty of care. 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 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 carried out in the church context.

Every module is designed for face-to-face<sup>1</sup> participative learning, in groups of ideally 20- 40, although final numbers for any training session may be dependent on room size and the availability of other resources. Participants need the opportunity to explore with the trainer and one another the particular and complex 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.

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<sup>1</sup> Note: January 2022 – Due to the ongoing COVID pandemic there is no plan to offer face to face training during the first six months of 2022. This decision will be reviewed in March 2022 when the Diocesan Safeguarding Team meet to plan training dates for the final 6 months of the year. Training modules designated as face to face will be delivered virtually by Zoom.

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.

Core safeguarding training therefore needs to be face to face, with a co-worker available, so that a response can be made to any immediate need. Every training session should include two people in a leadership role: either two trainers, or one trainer and one experienced and skilled co-worker, in order that the needs of participants can be fully addressed. In full day sessions, two trainers are generally required to ensure there is a change of voice, pace and approach, especially as both delivering and receiving safeguarding training can be emotionally draining – on the leadership and specialist courses dealing with aspects of abuse a listener may be needed in addition to the two trainers.

### **Minimum requirements**

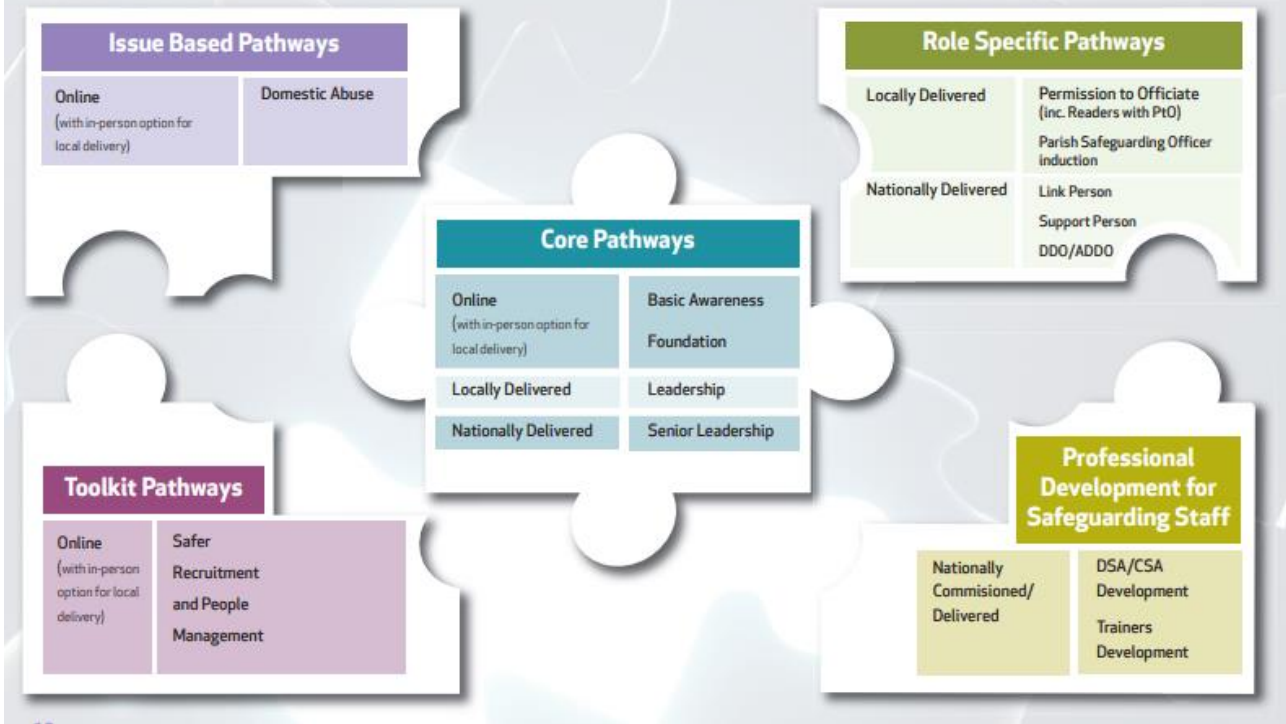
The Bishop of Ely and the Dean and Chapter of Ely Cathedral through acceptance of the House of Bishops Practice Guidance, have set minimum requirements for safeguarding training for ordained, licensed and other church officers. A “church officer” is anyone appointed by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid.

Those requiring core training 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; Commissioned Lay Pastoral Assistants, as part of training and post licensing/commissioning; those applying for Bishop’s Permission to Officiate
- All Diocesan and Cathedral staff/volunteers
- Children and youth workers employed or volunteering within the Diocese, Cathedral or in parishes
- Parish Safeguarding Officers
- Churchwardens
- Anyone else who has significant contact through their role in the Church with children, young people or adults who may be vulnerable to abuse or exploitation, or who needs a DBS check to carry out their role for the Diocese or a parish.



## SAFEGUARDING Learning and Development Framework



### Current courses

**Note: January 2022 – Due to the ongoing COVID pandemic there is no plan to offer face to face training during the first six months of 2022. This decision will be reviewed in March 2022 when the Safeguarding Team meet to plan training dates for the final 6 months of the year.**

The annual training programme is set by the Diocesan Safeguarding Team, in consultation with the Safeguarding Liaison Group and the Diocesan Bishop. Church Officer training is delivered by the Diocesan Safeguarding Advisors and Diocesan Safeguarding Officer.

The following table lists courses available as part of the Ely Diocesan Training Strategy for 2022-2025

1. Basic Safeguarding Awareness	<a href="#">The Church of England Safeguarding Training Portal</a> Complete online. Circa 75 minutes
2. Safeguarding Foundations	<a href="#">The Church of England Safeguarding Training Portal</a> Complete online. Circa 90 minutes
3. Safeguarding Leadership Pathway	Book via <a href="#">Diocese of Ely Safeguarding Training</a> Delivered virtually by Safeguarding Team. 2x 90-minute sessions
4. Safer Recruitment & People Management- <i>renewal every three years</i>	<a href="#">The Church of England Safeguarding Training Portal</a> Complete online. Circa 90-120 minutes
5. Raising Awareness of Domestic Abuse - <i>renewal every three years</i>	<a href="#">The Church of England Safeguarding Training Portal</a> Complete online. Circa 90-120 minutes
6. Parish Safeguarding Officer Induction	Book via <a href="#">Diocese of Ely Safeguarding Training</a> Delivered virtually by Safeguarding Team. 1 x 180 minute session
7. DBS Worksop (Bespoke Diocesan Training)	Book Via <a href="#">Diocese of Ely Safeguarding Training</a> Delivered Virtually by Safeguarding Team

**Note: For courses 1, 2 and 3 above the 3 yearly renewal is at the HIGHEST level previously completed**

*e.g. a PCC Member completes Basic and Foundations so in three-years' time would only need to repeat Foundations*

or

*a member of clergy completed Basic, Foundations and Leadership so in three years' time would only need to repeat Leadership*

**Brief Guide to role-based training requirements**

(See full guidance for further role-based detail [Learning and Development Framework 2021](#))

**Clergy, Licensed Lay Ministers, Authorised Lay Local Ministers and Clergy with Permission to Officiate**

... must complete:

1. Basic Safeguarding Awareness
2. Safeguarding Foundations
3. Safeguarding Leadership Pathway - *renewal every three years*
4. Safer Recruitment & People Management- *renewal every three years ( required for LLMS and ALMS and those with PTO **ONLY IF** they are involved in recruitment or management of staff and volunteers)*
5. Raising Awareness of Domestic Abuse - *renewal every three years*

**Parish Safeguarding Officers**

... must complete:

1. Basic Safeguarding Awareness
2. Safeguarding Foundations
3. Safeguarding Leadership Pathway - *renewal every three years*
4. Safer Recruitment & People Management- *renewal every three years*
5. Raising Awareness of Domestic Abuse - *renewal every three years*
6. Parish Safeguarding Officer Induction (*available from late 2021/early 2022*)

During 2022 there will also be a series of DBS workshops to equip PSOs and Parish ID Checkers to carry out DBS checks

During 2022 the Ely Safeguarding team will also be hosting optional networking events for Parish Safeguarding Officers.

**Parish Roles**

**All volunteer and paid roles**

... in the parish church are **required** to complete:

1. Basic Safeguarding Awareness - *renewal every three years*

**PCC Members**

... are **required** to complete:

1. Basic Safeguarding Awareness
2. Safeguarding Foundations - *renewal every three years*
5. Raising Awareness of Domestic Abuse - *renewal every three years*

**Church Wardens**

... are **required** to complete:

1. Basic Safeguarding Awareness
2. Safeguarding Foundations – *renewal every three years*

**SPECIAL NOTE** –Following discussion, we have reached a local decision that the Leadership Module is **NOT** a requirement for Churchwardens **UNLESS** their parish is in vacancy. We will be delivering a bespoke safeguarding briefing to Churchwardens as part of the Archdeacons Visitations each year. The Leadership training of course remains open to any Churchwarden who wishes to complete it.

If parish is in vacancy

3. Safeguarding Leadership Pathway - *if this course is completed, renew every three years, instead of the Safeguarding Foundations course*

**Roles that have direct contact with children, young people and vulnerable adults**

... are **required** to complete:

1. Basic Safeguarding Awareness
2. Safeguarding Foundations – *renewal every three years*
5. Raising Awareness of Domestic Abuse - *renewal every three years*

**Roles that play a leadership role in shaping the culture of the Parish Church or Cathedral**

...are **required** to complete:

1. Basic Safeguarding Awareness
2. Safeguarding Foundations
3. Safeguarding Leadership Pathway – *renewal every three years*

This will include, amongst others, paid children, youth, family or vulnerable adults workers (or individuals who have similar responsibilities as a volunteer). The **Safeguarding Leadership Pathway** focusses on

leadership and cultural change. The Parish Church must assess the safeguarding training needs of their volunteer, elected officials and paid roles to decide if the requirement to attend the Leadership Pathway is met.

**Roles involved in recruitment and line management or supervision**

... are **required** to complete:

4. Safer Recruitment and People Management - *renewal every three years*

A bishop may not license a reader or lay worker unless the bishop is satisfied that the candidate has undergone training relating to the safeguarding of children and vulnerable adults. In addition, Working Together 2018, the government guidance on how organisations address child protection issues, sets out that “All staff should be given a mandatory induction, which includes familiarisation with child protection responsibilities and procedures to be followed if anyone has any concerns about a child’s safety or welfare” and that “employers are responsible for ensuring that their staff are competent to carry out their responsibilities for safeguarding and promoting the welfare of children and creating an environment where staff feel able to raise concerns and feel supported in their safeguarding role”.

**Evaluation and review**

All courses will be based on those set as Core and Specialist Modules as part of the Safeguarding Training and Development Practice Guidance issued by the House of Bishops. A record of attendance will be kept by the Diocesan Safeguarding Team, and reminders sent to those who have not met minimum requirements.

The Strategy is evaluated, reviewed, and adjusted 6-monthly in response to new legislation, policies and guidance as advised by the National Safeguarding Team, and feedback from previous training sessions.

### Appendix 1

#### Roles Requiring Leadership Training October 2021

Clergy including Cathedral Clergy	277
Clergy with Permission to Officiate	205
Licensed Lay Ministers	179 (includes 16 in training)
Authorised Lay Ministers	131 (includes 27 in training)
Parish Safeguarding Officers	197
Cathedral (excluding clergy who are counted above)	15
Diocesan Office Staff	10
Total	1014
Leadership Roles in Parishes – The Safeguarding Dashboard was adapted In January 2022 in order that PSOs can add local numbers for training. There is insufficient data available at the time of writing to use these for planning purposes, so as a rough guide using DBS figures below	NA
<b>All Enhanced with Barring List Checks for Adults/Children over previous 3 years (it is noted that not all of those checked at this level will be required to attend Leadership Training)</b>	2019 – 995 2020 – 688 2021 - 827 Subtotal 2510 (Less 1014 above)
<b>Total (approximate and will be an overestimate) requiring Leadership Training each year</b>	1521 ÷ 3 = 507

#### Planned Leadership Courses January – June 2022

Leadership weekdays	12 courses (24 x 90 minutes)
Leadership Weekend	2 courses (4 x 90 minutes)
Leadership Evening	2 courses (4 x 90 Minutes)
Total	192 places

#### Planned Parish Safeguarding Officer Induction -January – June 2022

Induction	2 courses (3 x 3 hours)
Total	24 places