

Practice Guidance: Safeguarding Learning and Development

**Basic
Awareness**

Required for All Church Officers and anyone going on to complete any other safeguarding learning pathway. This course is a pre-requisite for any other safeguarding learning pathway.

Foundation

Required Attendees, including but not limited to:

- Anyone holding the Bishop's licence, commission, authorisation, or permission (clergy, PtO, Readers, LLMs)
- Anyone in a role which involves work with children, young people, or vulnerable adults.
- Churchwardens.
- Anyone going on to complete any other safeguarding learning pathway.
- Pre-ordination or license students, prior to BAP or selection Panel
- Vergers.
- PCC Members / Lay Chapter Members.
- Staff at Theological Education Institutions with student facing roles.
- Members of the Diocesan Safeguarding Advisory Panel

**Leadership
Pathway**

The Leadership Pathway is about leadership and cultural change, so it follows that the people who participate should be those who play a lead role in shaping the culture of the Church body concerned.

Required Attendees, will always include:

- All clergy holding the Bishop's licence, commission, authorisation, or permission. (including PtO where exemption has not been given) including Honorary/ Assistant Bishops and Chaplains
- All Readers and Licensed Lay Ministers holding the Bishop's licence (under Canons E6 & E8) together with all others who hold the Bishops commission, authorisation, or permission to carry out similar ministerial functions (including PtO where exemption has not been given)
- Non-executive members of Chapter (unless their role in the Diocese requires a higher level)
- Safeguarding Officers/Leads in all Church bodies
- Teaching staff at Theological Education Institutions who are delivering the Leadership Pathway.

In this Diocese the safeguarding lead for the Bishop has determined that the following roles will also require attendance on the leadership training: Churchwardens, those who have overall responsibility for children/vulnerable adult activities e.g. Sunday school coordinator, leader of a pastoral care team, homelessness project leader, youth and children's workers who have a significant role in leading/supervising/developing work with children and young people, Bell Tower Captain, Directors of Music where there are children's choirs.

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 undertake the Leadership Pathway

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For those that have Permission to Officiate or Permission to Minister

A Bespoke Leadership PTO Pathway has been developed to reflect the level of involvement with the church that the individual has. Those that **play a lead role in shaping the culture of the Church body concerned** will be required to undertake the main Leadership Training Pathway; others who do not fit the criteria will have to attend this less time-consuming course. This will be on a case-by-case basis and on the authority of the Archdeacon for clergy and the Warden of Lay Ministry for LLMs.