

Practice Guidance: Safeguarding Learning and Development

CORE PATHWAYS

Basic Awareness	Required for all Church Officers , staff in Church bodies and bellringers, as well as anyone going on to complete any other safeguarding learning pathway. Recommended for anyone wanting or needing a basic awareness of safeguarding.	Renewal requirements
	Required for: • Anyone holding the bishop's licence, commission, authorisation, or permission – including clergy, those with permission to officiate (PtO), readers, licensed lay ministers (LLMs). • Anyone (volunteers and employees) in a role which involves work with children, young people, or vulnerable adults, including tower captains and ringing teachers. • Churchwardens • Pre-ordination or licence students, prior to Stage 1 Panel. • Vergers • PCC members/lay chapter members/DBF trustees. • Members of the Diocesan Safeguarding Advisory Panel • Anyone going on to complete the Leadership Pathway	Renewed 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 renewal requirement would be to undertake the Leadership Pathway.
Leadership	Required for those people who play a lead role in shaping the culture of the church body concerned. This 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 LLMs holding the bishop's licence (under Canons E6 and E8), together with all others who hold the bishop's commission, authorisation, or permission to carry out similar ministerial functions (including PtO where exemption has not been given). (Ordinands need to have completed the Leadership pathway before their diaconal ordination and lay ministers in training before they are licenced, authorised or commissioned.) • 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, eg Sunday School Co-ordinator, 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.	

ROLE-SPECIFIC PATHWAYS		Renewal requirements
Permission to Officiate	The 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 Pathway as outlined above; others who do not fit the criteria will need to attend the Leadership PtO Pathway. Eligibility will be agreed on a case-by-case basis and on the authority of the Archdeacon for clergy and the Warden of Lay Ministry for LLMs in consultation with the Diocesan Safeguarding Adviser and/or Safeguarding Trainer. In practice this pathway is open to those who preach or lead in only one place less than 10 times a year.	Renew every three years, as with the main Leadership Pathway above.
Parish Safeguarding Officer Induction	This training will equip learners with an understanding of the role of the Parish Safeguarding Officer (PSO) and induct them into key working practices and relationships. Basic Awareness and Foundation training are pre-requisites for the course. Required for persons taking on the role of PSO and recommended for existing PSOs who have not previously completed the course. Participants are expected to undertake this training once. There is no requirement to renew it.	
ISSUE-BASED PATHWAY		
Raising Awareness of Domestic Abuse	Required for: • Anyone holding the Bishop's licence, commission, authorisation or permission (including clergy, PtO, Readers, LLMs) or serving as an officer of the Bishop. (Note, Churchwardens are Officers of the Bishop.) • Anyone (volunteers and employees) working with children, young people or vulnerable adults, including Bishop's Visitors and Pastoral Visitors. • Safeguarding Officers/Leads (including a designated safeguarding person in a religious community.) • Pre-ordination or licence students prior to BAP or selection panel. It is also recommended for: • All Church officers, PCC members, Chapter members and members of the Diocesan Safeguarding Advisory Panel.	Renew every three years.
TOOLKIT PATHWAY		
Safer Recruitment and People Management	• All those who are involved in recruitment of church officers (employees, elected members and volunteers) • Those with responsibility for administering DBS • Safeguarding Officers in all Church bodies, including designated safeguarding persons in a religious community • Ordinands during ME1. As all incumbents take a role in recruitment and people management, they are required to complete this training. In this Diocese the safeguarding lead for the Bishop has determined that it is advisable for those involved in ongoing support, oversight or supervision of Church officers (volunteers or employees) to complete this training.	Renew every three years.