Safeguarding (Child and Adult Protection)

Diocesan Safeguarding Training Strategy and Programme (provisional) Autumn 2020

Introduction
The national safeguarding training and development practice guidance sets out the framework for safeguarding training to ensure that all Church officers1 are trained in aspects of safeguarding relevant to their role in order to develop and maintain the necessary knowledge, attitude and skills to safeguard and protect children, young people, vulnerable adults2 as outlined in ‘Promoting a Safer Church’; House of Bishops policy statement 2017. The practice guidance applies to all Church officers. Please note under section 5 of the Safeguarding and Clergy Discipline Measure 20163 all authorised clergy, bishops, archdeacons, licensed readers and lay workers, churchwardens and PCCs must have ‘due regard’ to safeguarding guidance issued by the House of Bishops (this will include both policy and practice guidance). A duty to have ‘due regard’ to guidance means that the person under the duty is not free to disregard it but is required to follow it unless there are cogent reasons for not doing so. (‘Cogent’ for this purpose means clear, logical and convincing.) Failure by clergy to comply with the duty imposed by the 2016 Measure may result in disciplinary action.

The House of Bishops guidance requires dioceses to offer consistent training in safeguarding for clergy, and other diocesan officers including all those who hold the Bishop’s licence. There is an expectation in Government guidance that all staff, volunteers and office-holders in faith-based organisations should know their safeguarding responsibilities and what to do should safeguarding situations arise, (Working Together 2018). There may also be issues of insurance and vicarious liability should training opportunities not have been made available to parishes 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.

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 cooperation with the Diocesan Safeguarding Adviser and with statutory agencies in all safeguarding matters.

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1 A “Church Officer” is anyone appointed/elected by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid.
2 For the purpose of Church policy and guidance the definition of “vulnerable adult” is contained in the Safeguarding and Clergy Discipline Measure 2016 that defines a ‘vulnerable adult’ as a person aged 18 or over whose ability to protect himself or herself from violence, abuse, neglect or exploitation is significantly impaired through physical or mental disability or illness, old age, emotional fragility or distress, or otherwise; and for that purpose, the reference to being impaired is to being temporarily or indefinitely impaired’.
3 Please note that the Care and Support Statutory Guidance issued under the Care Act 2014 (14.2) by the Department of Health uses the term ‘adults experiencing, or at risk of abuse or neglect’ in order to assess eligibility to statutory social care services.
4 Safeguarding and Clergy Discipline Measure 2016
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Training for all church roles will include safer working practices which emphasise the importance of maintaining proper boundaries and a culture of “respectful uncertainty”. 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 executed in the church context.

Modules designed for face to face participative learning should be delivered to groups of ideally a maximum of 30, although competent trainers may manage up to 40. Participants need the opportunity to explore with the trainer and one another the 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.

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.

If possible, 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.

Evaluation and review
All courses will be based on those detailed within 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 annually in response to new legislation, policies and guidance as advised by the National Safeguarding Team, and feedback from previous training sessions.

Current courses
The annual training programme is set by the Diocesan Safeguarding Adviser, in consultation with the Diocesan Ministry and Training Team, the Safeguarding Advisory Group and the Diocesan Bishop.

The following table lists courses provisionally available as part of the Diocesan Training Strategy for Autumn 2020, where the emphasis is on ensuring that those in authorised and licensed ministry are able to update their training at the appropriate level. We are therefore focusing our training resources on the delivery of Leadership courses in the first term of 2020/21.

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4 Where groups exceed 30, it is essential that the co-worker and lead trainer have had time to prepare and plan the session, that they are experienced in the delivery of the material and that there is a good working relationship between them.
Please note that the uncertainty around the current public health situation means that these courses may need to be postponed in order for us to follow Government guidelines. A wider range of courses including Foundation training for parishes will be arranged when the public health situation permits.

Attendance at courses must be booked in advance.

Course Bookings

To book directly onto any of the following courses, please click on the following link:

http://dioceseofsouthwarksafeguarding.eventbrite.co.uk/

Please note: if you need to cancel your attendance please do inform us with as much notice as possible so the place can be offered to someone else.

Online Safeguarding Training
The National Safeguarding Team have now also issued e-learning modules: ‘Safeguarding Basic Awareness’ and ‘Safeguarding Foundation’.

Online Safeguarding Training Instructions
Clicking on the link below takes you to the Church of England training portal and to the registration and login page.

https://safeguardingtraining.cofeportal.org/

On the right hand side, click on ‘Create new account’ and enter your details.

When you enter your parish details, please put the parish as well as your church’s name, e.g. St Mary, Brixton, as we need to distinguish between different churches of the same name.

Once you have completed the registration information you will receive an email to the email address you have used to sign up. Please note, that this may take a couple of days to arrive. It will contain a link which you follow to confirm your registration. It will take you back to the main page and will ask you to log in. You then see a series tabs at the top of the page, select ‘Online courses’ then select either ‘Safeguarding Basic Awareness’ or ‘Safeguarding Foundation’.
Safeguarding (Child and Adult Protection)

Basic Awareness
(C0)

Recommended for anyone who needs or wants a basic level of awareness of safeguarding

Including but not limited to:
- vergers, servers, welcomers, caretakers, refreshment helpers, shop staff, sidespersons, PCC members, church wardens, bell ringers, choir members/music group members, employees of the Diocesan Board of Education and the Diocesan Board of Finance

This course is a pre-requisite for attendance at any core training module.

Foundation
(C1)

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, lay ministers, readers, pre-ordination or licence students, lay employees and volunteer workers with pastoral responsibility, anyone working with 0-18 year olds or vulnerable adults in the name of the church, church wardens, worship leaders, church safeguarding representatives, choir/music group/drama leaders where there are 0-18 year olds or vulnerable adults in the group, PCC members, core teaching staff at TEI, young leaders (ages 16-18), 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 (clergy wellbeing service)

Leadership
(C2)

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, lay ministers, readers, safeguarding officers, members of the DSAP, safeguarding lead on PCC, area deans, church wardens, those who are in paid employment or a voluntary role which involves direct 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, home visitors, ordinands and LLMs prior to leaving TEI, support and link persons, those working alongside clergy in a wellbeing/support structure (clergy wellbeing service)

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

E.g. a Church Warden who has completed Basic Awareness, Foundation and Leadership training the refresher requirement would be to repeat Leadership training.
### Diary of Events Autumn 2020

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Week day</th>
<th>Date</th>
<th>Time</th>
<th>Venue</th>
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</thead>
<tbody>
<tr>
<td>Leadership in Safeguarding</td>
<td>Tuesday</td>
<td>08/09/2020</td>
<td>10.00 - 14.00</td>
<td>The Good Shepherd, Carshalton Beeches</td>
</tr>
<tr>
<td>Leadership in Safeguarding</td>
<td>Saturday</td>
<td>19/09/2020</td>
<td>10.00 - 14.00</td>
<td>Christ Church, New Malden</td>
</tr>
<tr>
<td>Leadership in Safeguarding</td>
<td>Thursday</td>
<td>01/10/2020</td>
<td>13.30 - 17.30</td>
<td>Trinity House</td>
</tr>
<tr>
<td>Leadership in Safeguarding</td>
<td>Saturday</td>
<td>10/10/2020</td>
<td>10.00 - 14.00</td>
<td>St Mark, Reigate</td>
</tr>
<tr>
<td>Leadership in Safeguarding</td>
<td>Saturday</td>
<td>07/11/2020</td>
<td>10.00 - 14.00</td>
<td>The Good Shepherd, Carshalton Beeches</td>
</tr>
<tr>
<td>Leadership in Safeguarding</td>
<td>Tuesday</td>
<td>17/11/2020</td>
<td>10.00 - 14.00</td>
<td>Trinity House</td>
</tr>
<tr>
<td>Leadership in Safeguarding</td>
<td>Friday</td>
<td>04/12/2020</td>
<td>10.00 - 14.00</td>
<td>Christ Church, New Malden</td>
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## Summary of courses

<table>
<thead>
<tr>
<th>Title</th>
<th>Learning Aims</th>
<th>Learning Objectives</th>
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</thead>
</table>
| **Basic Awareness**<br>(previously C0)<br>This course is a pre-requisite for attendance at any of the following modules | Develop a basic awareness of safeguarding in the context of the Church and Christian pastoral care | • Be able to describe the scope of safeguarding in the church context  
• Recognise safeguarding concerns  
• Respond well to safeguarding information, including knowing who to inform or refer concerns to  
• Know how to make a record of safeguarding information, knowing what to include and the boundaries of confidentiality | Online course available | A full link of instructions to the training are available at: [https://safeguardingtraining.cofeportal.org/](https://safeguardingtraining.cofeportal.org/) |
| **Foundation**<br>(previously C1)<br>There are specific versions of this module available for Cathedrals and Theological Education Institutions | Situate safeguarding in the context of the Church and equip participants with knowledge and skills in knowing what, when and how to report concerns | • Be aware of the current legislation, policy and practice guidance for safeguarding  
• Be able to describe their own role and responsibilities in relation to safeguarding  
• Be aware of how to respond to safeguarding information, who to inform, how to refer and the boundaries of confidentiality  
• Be able to work safely in their role, knowing the appropriate boundaries for relationships  
• Explain why safeguarding matters | Online course available | A full link of instructions to the training are available at: [https://safeguardingtraining.cofeportal.org/](https://safeguardingtraining.cofeportal.org/) |
| **Foundation**<br>(previously C1)<br>Deanery or Parish Training | To equip parish workers with children and young people, and vulnerable adults, PCC members, welcomers, servers | To arrange a training session for your deanery or parish, please contact the Safeguarding Training Administrator: [carol.rimmer@southwark.anglican.org](mailto:carol.rimmer@southwark.anglican.org) | Cathedral staff and volunteers should attend the module for Cathedrals. For more details please contact Emily Halton at: [emily.halton@southwark.anglican.org](mailto:emily.halton@southwark.anglican.org) |
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<tr>
<td><strong>Leadership</strong>&lt;br&gt;(previously C2)&lt;br&gt;There are specific versions of this module available for Cathedrals and Theological Education Institutions</td>
<td>Equip parish officers to embed healthy parish safeguarding practice To explore the roles and personal vulnerabilities of parish officers in implementing parish safeguarding procedures and responding to serious situations.</td>
<td>• Be able to list key partners and know how to contact those relevant to your current work&lt;br&gt;• Be aware of safeguarding processes for responding to serious safeguarding situations&lt;br&gt;• Be aware of how to record and store safeguarding information&lt;br&gt;• Be able to explain the importance of safely identifying and recruiting staff and volunteers in developing a culture of safeguarding&lt;br&gt;• Be able to recognise the relevant legislation and guidance associated with safer recruitment&lt;br&gt;• Be able to identify safer recruitment practices&lt;br&gt;• Understand how to complete an annual audit and review of safer working practices</td>
<td>Tue 8 Sept 2020 10am - 2pm</td>
<td>The Good Shepherd, Carshalton Beeches, SM5 4NP</td>
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<tr>
<td>Sat 19 Sept 2020 10am-2pm</td>
<td>Christ Church, New Malden, KT3 4RE</td>
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<tr>
<td>Thur 1 Oct 2020 1.30pm - 5.30pm</td>
<td>Trinity House, SE1 1HW</td>
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<tr>
<td>Sat 10 Oct 2020 10am - 2pm</td>
<td>St Mark’s Church, Reigate, RH2 0DA</td>
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<tr>
<td>Sat 7 Nov 2020 10am - 2pm</td>
<td>The Good Shepherd, Carshalton Beeches, SM5 4NP</td>
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<tr>
<td>Tue 17 Nov 2020 10am - 2pm</td>
<td>Trinity House, SE1 1HW</td>
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<tr>
<td>Fri 4 Dec 2020 10am - 2pm</td>
<td>Christ Church, New Malden, KT3 4RE</td>
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<td><strong>Safeguarding and the Ministry of Reconciliation</strong>&lt;br&gt;(previously S2)&lt;br&gt;To equip priests in holy orders. Curates will receive this course as part of their IME, so should not apply</td>
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<td>The next session will be in early 2021 - date to be arranged</td>
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<td>Trinity House, SE1 1HW</td>
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| **Responding to Domestic Abuse** (previously S3) | Examine issues relating to domestic abuse, especially for vulnerable groups and children in the context of adult abuse, and how the Church can respond well to this | - Explain what domestic abuse is and identify who is at risk  
- Describe the physical and psychological effects of domestic violence and abuse  
- Describe the behaviours displayed by an abusive person  
- Explain the impact of domestic violence and abuse on children, young people and vulnerable adults now when and how to refer concerns  
- Be aware of best practice in supporting those experiencing domestic abuse | The next session has yet to be arranged | Trinity House, SE1 1HW |
| **Safeguarding for Administrators and Hall Bookers** | Develop a basic awareness of safeguarding in the context of the Church and your responsibilities in managing and booking lettings of church premises | - Understanding safeguarding of children and vulnerable adults in a church environment  
- Understand your roles and responsibilities in relation to others  
- Know when and how to refer concerns and seek advice  
- Responding to, recording and handling of sensitive information  
- To be familiar with the sections of ‘A Safe Church’, the diocesan manual for safeguarding children and vulnerable adults, which relate to users of premises  
- To understand the implications of them in your particular setting | The next session will be in early 2021 - date to be arranged | Trinity House, SE1 1HW |