



Diocesan Training Strategy 2021 - 2024

Introduction

The House of Bishops policies and practice guidance require 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 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 co-operation with the Diocesan Safeguarding Adviser and with statutory agencies in all safeguarding matters. Training for all church roles will include safer working practices which emphasise the importance of maintaining proper boundaries and a culture of "respectful uncertainty".

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.

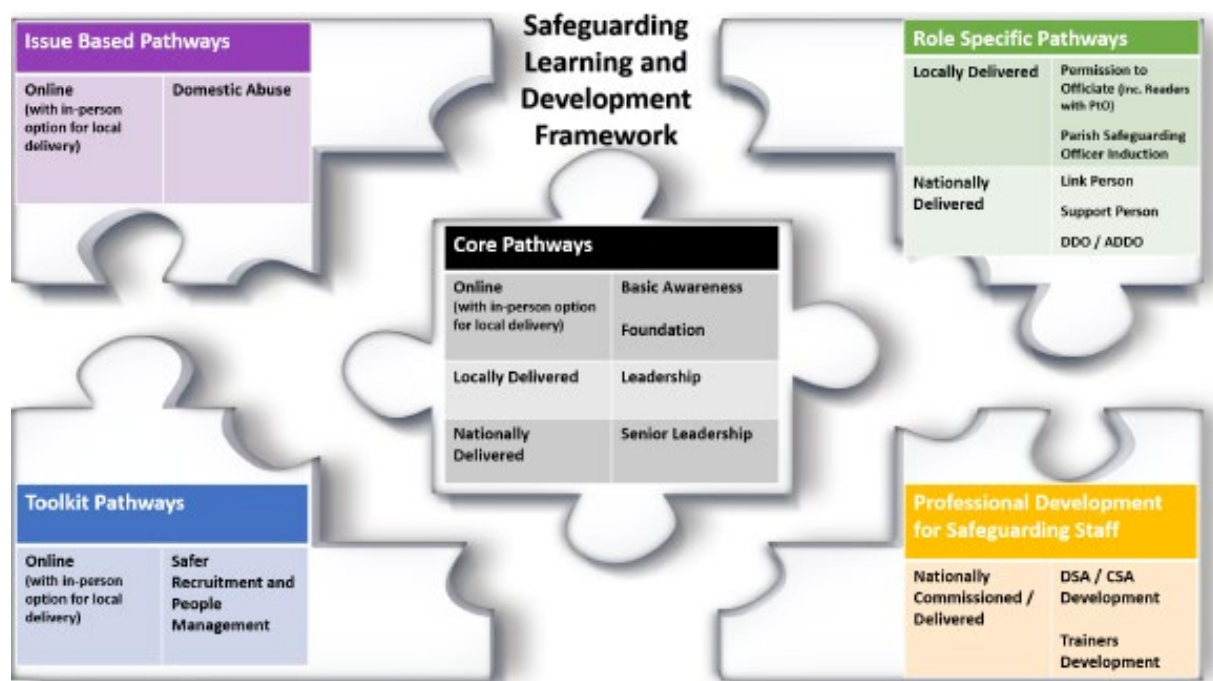
Every module is designed to be delivered either virtually or in person, with one facilitator per 6 people. Participants need the opportunity to explore with the trainer and one another the particular and complex challenges which they face in

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.

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.

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.

National Safeguarding Learning & Development Framework



The core learning pathways are a modular programme with the level of learning required being determined by the role and responsibilities of individuals. Those who hold positions of responsibility will require more in-depth learning than those who do not. For example, a member of clergy will require learning to Leadership level whereas a volunteer who is acting as an additional adult at a youth group session would require learning to Foundation level.

No accreditation is given against the core safeguarding learning pathways for prior learning, including in other denominations (except for the Methodist Church Foundation module). This is due to Church core safeguarding learning DSA pathways

situating safeguarding practice within the unique context of the Church of England and providing participants with the opportunity to relate their learning to their faith.

The Basic and Foundation pathways provide the essential learning necessary to recognise, respond, record, and refer safeguarding concerns. The Leadership and Senior Leadership pathways explore effective leadership behaviours and organisational culture issues in depth. However further learning may also be needed for some. Beyond the requirements of core safeguarding pathways, additional pathways - covering a range of subject areas - have been developed.

Minimum requirements

The Bishop of Truro through acceptance of this House of Bishops Practice Guidance, has 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 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 in order to carry out their role for the Diocese or a parish.

Appendix 1 summarises the pathways that are delivered locally, including who should attend, what is required and what will be achieved. For more details of these pathways and those delivered by the National Safeguarding Team please refer to the House of Bishops [Safeguarding Learning & Development Framework 2021](#).

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 2015, 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”.

Evaluation and review

All courses will be based on criteria within the Safeguarding Learning & Development Framework 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 achieved the minimum requirements.

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

Annual training programme

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

The programme is set in advance and is timetabled in order to allow everyone the opportunity to renew their training in sufficient time for any relicensing or recommissioning requirements.

The programme contains a range of training opportunities that reflects the needs of the target groups. Local, tailor-made courses for deaneries or groups of parishes can be negotiated on request, to be delivered by voluntary parish trainers.

Church officer training is delivered by the Diocesan Safeguarding Trainer, with support from recruited voluntary trainers, either via Zoom or face to face at accessible venues in the Diocese.

The programme is published in December for the following year, and attendance at courses must be booked in advance.

The training programme is deliberately flexible to respond to need and demand, and therefore courses may be added or removed as the year progresses.

Appendix 1 - Safeguarding Pathways delivered locally

The following tables summarise the learning & development pathways delivered locally. For more details of these pathways and those delivered by the National Safeguarding Team please refer to the House of Bishops Safeguarding Learning & Development Framework 2021

BASIC AWARENESS	
Basic awareness to describe the scope of safeguarding children and adults in the church	
Pre-Requisites	Not Applicable
Delivery	Individual online - via the Truro Diocese website. Can be completed as a group to allow discussion and support- (subject to Covid-19 requirements)
Outcomes	<ul style="list-style-type: none"> • Connect the core principles and practices of safeguarding to the Christian faith. • Recognise issues of power and abuse as they present themselves in a range of contexts, including the Church. • Identify the barriers (emotional, psychological & theological) that can prevent the promotion of healthy Church communities. • Apply a clear process in the handling of concerns / safeguarding information whilst recognising the boundaries of their own role.
Required Attendees	<p>Anyone who needs a basic level of awareness of safeguarding. It may also serve as a quick refresher for those who have completed a leadership course previously.</p> <ul style="list-style-type: none"> • All Church Officers • Anyone going on to complete any other safeguarding learning pathway. <p>This may include but is 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 Diocesan Board of Finance</p>
Recommended Attendees	Anyone wanting or needing a Basic Awareness of safeguarding.
Course details	Online
Completion / Evaluation	Pass mark of 75% Immediate feedback captured at the end of the learning pathway.
Renewed	Best practice would be every 3 years to allow for current guidelines updates.

FOUNDATION Situating Safeguarding in the context of the church and equip participants with knowledge and skills in knowing what, when and how to report concerns	
Pre-Requisites	Basic Awareness
Delivery	Individual face to face or via Zoom within Diocese / Cathedral if this is the highest level of training required for the role. Individual online - via the Truro Diocese website, IF you are also required to undertake Leadership or Senior Leadership.
Outcomes	<ul style="list-style-type: none"> • Connect an understanding of good safeguarding practice to their own role and responsibilities. • Recognise commonalities and differences arising from the age or circumstances of those affected, and how this informs appropriate action. • Identify wider support, accountability, and governance arrangements relevant for safeguarding in their context. • Analyse and respond appropriately to variety of safeguarding scenarios whilst recognising the boundaries of their own role.
Required Attendees	<p>Required for anyone who has safeguarding responsibilities or who has contact with children, young people and/or adults who may be vulnerable.</p> <ul style="list-style-type: none"> • 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.
Recommended Attendees	Not Applicable
Course details	1.5 hours
Completion / Evaluation	Pass mark of 75% Immediate feedback captured at the end of the learning pathway.
Renewed	Best practice would be every 3 years to allow for current guidance updates.

LEADERSHIP 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	
Pre-Requisites	Basic Awareness and Foundation
Delivery	Individual face to face or via Zoom within Diocese / Cathedral
Outcomes	<ul style="list-style-type: none"> • Connect the Church’s mission and theological foundations with what good leadership behaviour looks like in a safeguarding context. • Evaluate aspects of their own leadership practice and identify changes required which they then take forward with confidence. • Analyse what healthy Christian communities look like, how healthy communities keep people safe, and their role as leaders in shaping Christian communities that are healthy and safe. • Reflect on the impact that abuse and trauma have on individuals’ lives, relationships, and interaction in a community setting. • Integrate their own faith, beliefs, and values with those underpinning good safeguarding behaviours.
Required Attendees	<p>This is designed for those people who play a lead role in shaping the culture of the Church body concerned. This will always include:</p> <ul style="list-style-type: none"> • 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 Bishop’s commission, authorisation, or permission to carry out similar ministerial functions (including PtO where exemption has not been given). <i>(Ordinands need to have completed the Leadership Pathway before their diaconal ordination and lay ministers in training before they are licensed.)</i> • 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. <p>It should also, according to the local context, include such other people who significantly influence the culture of that Church body. These may include, for example, lay ministry staff employed by a PCC or BMO, locally appointed leaders of new worshipping communities, focal ministers, and Churchwardens*.</p> <p>The requirements for attendance for people in local leadership roles will be determined by agreement between the Bishop/Dean and their respective safeguarding adviser. Where there is a determination that someone must undertake this pathway, that person then becomes a required attendee. This may include but is not limited to: youth and children’s pastors, Bishops visitors, Directors of Music, Bell Tower Captains, Home visitors, Choir leaders.</p> <p>* Whilst in many contexts the level of influence of Churchwardens may well not reach the threshold, it should be noted that this can increase significantly during vacancies.</p>

LEADERSHIP 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	
	At the point that in-person learning can resume, and the Senior Leadership Pathway is able to commence via in-person delivery, this pathway also becomes a required pre-requisite for those required to attend the Senior Leadership Pathway.
Recommended Attendees	Whilst in-person learning is not possible and senior leaders are completing a Virtual Safeguarding Senior Leadership Pathway the Leadership Pathway is recommended but not required for them.
Course details	<p>Virtual Delivery:</p> <ul style="list-style-type: none"> • Two 90-minute sessions delivered via Zoom, one-two weeks apart. • 2 facilitators. • Optimum number of participants: 12. • Pre-work completed and submitted before Session One. • Session One - the four questions are discussed as per the pathway. • Session Two - theological reflection is completed. Case study exercise is retained but a different case study could be used. Identifying three things learnt, three things to change. • Post Session Two - Watching documentary “Exposed - the Church’s Darkest Secret” or completing some additional reading within four weeks. Evaluation (comprising personal reflection) completed 4-6 weeks after Session Two. <p>A combination of both virtual and in-person delivery -</p> <ul style="list-style-type: none"> • Pre-work completed and submitted before Session One. • Session One: 90-minute session, delivered virtually via Zoom by two facilitators to an optimum number of 12 participants. • Session One - the four questions are discussed as per the pathway. • Session Two - two-hour session to be delivered in-person by two facilitators to an optimum number of 24 participants. (Here the ratio of 1 : 6 can be maintained as participants and facilitators are physically in the same space. This means that small groups of 6 can be engaged with and monitored by the facilitators as they move between the groups, something which cannot be done effectively when delivery is virtual.) • Session Two - theological reflection is completed. Case study exercise is retained but a different case study could be used. • Post Session Two - Watching documentary “Exposed: The Church’s Darkest Secret” or completing some additional reading within four weeks. Evaluation 4-6 weeks after Session Two is completed as set out in the pathway - to include 360 feedback.
Completion / Evaluation	Completion means that individuals have engaged in all preparation work, submitted work required, engaged with all sessions, and completed the evaluation stage evidencing impact on behaviours. All of this is required before someone receives written confirmation of completion via the issue of certificates. Immediate feedback captured at the end of the learning pathway. Reflective evaluation tasks. Setting of safeguarding goals which can be discussed and reviewed by the DSA/CSA and during the person’s developmental meetings over the next few years before their refresher is due and/or 360-degree feedback.
Renewed	MUST BE RENEWED EVERY THREE YEARS

Permission to Officiate * ONLY AVAILABLE IN EXCEPTIONAL CIRCUMSTANCES - SEE BELOW	
Aim	To explore and reflect on the safeguarding dimensions involved in the ministry of these roles.
Pre-Requisites	Basic Awareness and Foundation
Delivery	Individual face to face or via Zoom within Diocese / Cathedral (courses organised as and when required)
Outcomes	<ul style="list-style-type: none"> • Connect the Church’s mission and theological foundations with what good leadership behaviour looks like in a safeguarding context. • Evaluate aspects of their own practice and identify changes required which they then take forward with confidence. • Analyse what healthy Christian communities look like, how healthy communities keep people safe, and their role as leaders in shaping Christian communities that are healthy and safe. • Integrate their own faith, beliefs, and values with those underpinning good safeguarding behaviours.
Required Attendees	<p>Anyone holding PtO or who is a Reader Emeritus whose role does not meet the Leadership Pathway criterion.</p> <p>This bespoke pathway is only delivered in exceptional circumstances. Anyone who feels that they do not meet the Leadership Pathway criterion must apply to the Bishop for an exception. This must be done in good time for a decision to be made and training to be completed before the PtO licence runs out.</p>
Recommended Attendees	Not Applicable
Course details	Online / Virtual Delivery
	<ul style="list-style-type: none"> • One three-hour session split into three 50-minute sections with breaks in between. • Optimum number of participants: 12. • Pre-reading materials sent two weeks prior to the session. • Session split into three sections - Section One - the three questions are discussed as per the pathway. Section 2 - Biblical reflection is completed. Section Three - case scenarios exercise - choice of how many scenarios to use, and whether to retain those supplied or use another/s. • Post course evaluation - four weeks after session is completed as set out in the pathway.
	In-person Delivery
	<ul style="list-style-type: none"> • One three-hour session split into three 50-minute sections with breaks in between. • Optimum number of participants: 24 • Pre-reading materials sent two weeks prior to the session. • Session split into three sections - Section 1 - the three questions are discussed as per the pathway. Section 2 - Biblical reflection is completed. Section 3 - case scenarios exercise - choice of how many scenarios to use, and whether to retain those supplied or use another/s. • Post course evaluation - four weeks after session is completed as set out in the pathway.
Completion / evaluation	Immediate feedback captured at the end of the learning pathway, reflective evaluation tasks.
Renewed	MUST BE RENEWED EVERY THREE YEARS

Parish Safeguarding Officer Induction	
Aim	To equip learners with an understanding of the role of the Parish Safeguarding Officer and induct them into key working practices and relationships.
Pre-Requisites	Basic Awareness and Foundation
Delivery	Individual face to face or via Zoom within Diocese / Cathedral
Outcomes	<ul style="list-style-type: none"> • Understand the role, responsibilities and working relationships of the PSO, including the Local Authority. • Identify a variety of approaches to raising awareness and improving safeguarding practice. • Evaluate safeguarding information reported by members of the church or community and determining an appropriate response. • Create a development plan for local ministry to support development of safeguarding practice in their context.
Required Attendees	<ul style="list-style-type: none"> • Persons taking on the role of Parish Safeguarding Officer
Recommended Attendees	<ul style="list-style-type: none"> • Existing Parish Safeguarding Officers
Course details	Online / Virtual Delivery
	<p>This is an induction session. It introduces participants to the role and the safeguarding team, rather than being a learning pathway. Everyone who attends this course must have completed the Basic and Foundation Pathways.</p> <ul style="list-style-type: none"> • One three-hour session. • Pre-reading materials sent two weeks prior to the session. • Optimum number of participants: 12. • Post course evaluation - four weeks after the session, completed as set out in the induction materials.
	In-person Delivery
	<p>This is an induction session. It introduces participants to the role and the safeguarding team, rather than a learning pathway. Everyone who attends this course must have completed the Basic and Foundation Pathways.</p> <ul style="list-style-type: none"> • One three-hour session. • Pre-reading materials sent two weeks prior to the session. • Optimum number of participants: 24. • Post course evaluation - four weeks after the session, completed as set out in the induction materials.
Completion / evaluation	Immediate feedback captured at the end of the learning pathway, reflective and practical evaluation tasks.
Renewed	Good practice would be every 3 years to ensure current guidance is updated.

Domestic Abuse		
Aim	To equip participants to engage thoughtfully and proactively with the issue of domestic abuse and those affected.	
Pre-Requisites	Basic Awareness and Foundation	
Delivery	Online Delivery of Raising Awareness	
Outcomes	<ul style="list-style-type: none"> • Identify the typologies of domestic abuse and survivor groups. • Explore myths, barriers, stereotypes and impacts of domestic abuse particularly in a faith context. • Reflect on how your own beliefs and values and the stories and narratives that they bring impact on your responses to survivors and perpetrators. • Evaluate the needs of domestic abuse survivors to support them effectively, including referral pathways and the roles of supporting agencies. • Identify safeguarding actions to protect victims or those at risk whilst also understanding the limitations and boundaries of your role. 	
Required Attendees	Raising Awareness and In-Person Extension <ul style="list-style-type: none"> • Anyone holding the Bishop's licence, commission, authorisation, or permission (clergy, PtO, Readers, LLMs) • Bishops Visitors / Pastoral Visitors • Safeguarding Officers • Ordinands during IME 1. • PCC Members / Lay Chapter Members. • Staff at Theological Education Institutions with student facing roles. • Members of the Diocesan Safeguarding Advisory Panel. 	
Recommended Attendees	<ul style="list-style-type: none"> • Persons holding any other pastoral role within the Church 	
Course details	Online / Virtual Delivery	In-person Delivery
	Raising Awareness - Completed online.	<ul style="list-style-type: none"> • In-person delivery in a single session by exception using the material provided by the NST. • Optimum number of participants: 24.
Completion / evaluation	Immediate feedback captured at the end of the learning pathway and reflective evaluation tasks.	

Safer Recruitment and People Management		
Aim	To equip participants with an understanding of safer recruitment, and the skills and practices necessary to promote positive safeguarding behaviour (and detect safeguarding risk) once a person is in role.	
Pre-Requisites	Basic Awareness and Foundation	
Delivery	Online Pathway	
Outcomes	<ul style="list-style-type: none"> • Reflect theologically on personnel recruitment and safer people management. • Understand the recruitment and people management process, its intersection with relevant legislation, and how each stage contributes to safer people management. • Explore good people management practice to be implemented once a person is in post / role. • Create a contextually relevant personal management plan that reduces risks. 	
Required Attendees	<ul style="list-style-type: none"> • Line managers and anyone involved in the recruitment of Church Officers (employees, elected members, and volunteers). • Those with responsibility for administering DBS. • Safeguarding Officers in all Church bodies. • Ordinands during IME 1. 	
Recommended Attendees	Not Applicable	
Course details	Online / Virtual Delivery	In-person Delivery
	Completed online.	<ul style="list-style-type: none"> • In-person delivery in a single session by exception using the material provided by the NST. • Optimum number of participants: 24.
Completion / Evaluation	Immediate feedback captured at the end of the learning pathway and reflective evaluation tasks.	