

Diocese of Peterborough and Peterborough Cathedral Safeguarding Training Strategy 2020 – 2022

1. Introduction

- 1.1 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. This is to enable all Church Officers to develop and maintain the necessary knowledge, attitude and skills to safeguard and protect children, young people and vulnerable adults as outlined in the ‘Promoting a Safer Church’ House of Bishops policy statement (2017). The practice guidance applies to all Church officers.
- 1.2 Under section 5 of the Safeguarding and Clergy Discipline Measure 2016, 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)². Failure by clergy to comply with the duty imposed by the 2016 Measure may result in disciplinary action.
- 1.3 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. 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.
- 1.4 A healthy Christian community is one which ensures and nurtures the wellbeing of all.

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 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).

Safeguarding needs 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, committed to giving equal worth to all, practising reciprocal pastoral care, and treating those who are most vulnerable with respect and dignity.

2. Content

2.1 Training will be focused on building healthy communities with a culture of safety, in which the wellbeing of all is ensured and nurtured. The National Safeguarding Training 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 (DSA) and with statutory agencies in all safeguarding matters.

2.2 The Diocese of Peterborough recognises that:

- Church officers respect all children, young people and vulnerable adults and promote their wellbeing. The Church and Cathedral strives to create and maintain environments that are safer for all, that promote wellbeing, that prevent abuse, and that create nurturing, caring conditions within the Church for children, young people and vulnerable adults. The Church and the Cathedral work to continue to strengthen and review these environments.
- Statutory sector training takes account of the fact that many services are managing high risk people, as well as children and adults who are at risk. However, the mission and beliefs of the Church are different to the aims and objectives of statutory services. Within the Church and Cathedral, all are welcomed, including those who pose risk. In many 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.
- In Church of England Dioceses and Cathedrals safeguarding concerns arise in the specific context of Christian communities. These communities are 'open communities'. We encourage people to belong and to befriend and care for one another; some of this happens outside the confines of the church, in places where church officers have little control. Church and Cathedral communities are vulnerable to those who seek to harm others, because of the opportunities for grooming not just children, but also their families, their priests and leaders, and whole church

communities. Training therefore needs to encourage a culture of 'respectful uncertainty'. Training for different church roles needs to include safer working practices which emphasise the importance of maintaining proper boundaries at all times.

- The Church endeavours to offer care and support to all those that have been abused, regardless of the type of abuse and when or where it occurred. Safeguarding training needs to address the needs of children, young people and adults who may come to the church for help arising from abuse experienced within the church, the wider community or in families. Training needs to equip leaders to respond sensitively and in a timely manner to each person reporting abuse, whilst also taking the safeguarding action that is required to protect others. It must address the reality of the abuse of adults by those in positions of authority within the Church, especially clergy at any level of seniority.
- Most church leaders are volunteers, and most are not trained professionally to work with children or adults. It is unreasonable to expect from church officers a safeguarding response equivalent to that of a safeguarding professional. To do so would be an unsafe practice, since the primary obligation is to refer safeguarding concerns to statutory agencies for investigation. For their own protection, as well as for the protection of those in their care, church officers need guidance on safe working practice, which includes knowing when they should be concerned, from whom they should seek advice, when and how to refer and the detail of records to be kept.
- The vulnerabilities, resilience and competence of those participating in training need to be taken into account. Some workers within the church and Cathedral are volunteers with no previous safeguarding experience, and it is likely that during training delivery some participants will have experienced abuse themselves either directly or indirectly³. No-one should be unduly distressed or undermined by church training.
- Participants therefore 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. Training also provides a valuable opportunity to develop a trusted working relationship between the DSA team and

³ *It is a regular experience for at least one person to disclose abuse to trainers during a church safeguarding training session.*

parish / cathedral officers. Core church safeguarding training is available on-line and face to face, processes need to be put in place so that a response can be made to any immediate need.

- Participants in training are also likely to need some opportunity to reflect on the relationship between safeguarding issues and their faith. The Church is called to lead the way in the development of pastoral services to those affected by abuse and trauma, working alongside other agencies as a team. We can enable confidence in the church's ability to safeguard if we accept our historic failings and openly work to address risk.
- This strategy follows the requirements of the Church of England's practice guidance 'Safeguarding Training and Development' with which all dioceses, cathedrals and theological education institutions are asked to comply. The strategy will be evaluated, reviewed and adjusted annually in response to new legislation, policies and guidance as advised by the national safeguarding team, and feedback from the previous year.
- Through training we can make safeguarding simple by enabling a local understanding of policy and supporting Church bodies to implement straightforward processes that support the most vulnerable – in doing this, we are faithfully proclaiming the gospel. Through addressing all the above, we will be taking a proactive approach to safeguarding.

3. The Diocese and Cathedral Church Safeguarding Training Arrangements

3.1 Safeguarding training will be delivered by experienced and skilled trainers, who understand the statutory requirements of safeguarding children and adults, and how these are provided in the church context.

3.2 Considering the church context, all training needs to:

- focus on developing healthy safeguarding practice and integrate safeguarding training relating to work with children, young people and adults to broaden knowledge within our church communities
- equip participants to:
 - **recognise** what might be a safeguarding concern and the signs and symptoms of abuse
 - **respond** well to victims/survivors of abuse and other affected persons as

well as those who are the subject of concerns or allegations of abuse and other affected persons

- **record** safeguarding information appropriately, and
- **refer** safeguarding concerns on; knowing who they can and should contact, without overloading them with information relevant only to safeguarding professionals

3.3 The annual training programme is set by the DSA, in consultation with the Diocesan Safeguarding Advisory Panel (DSAP) and the Diocesan Bishop. The programme sets out how the Diocese and Cathedral intend to implement the above considerations and principles, commencing early 2020.

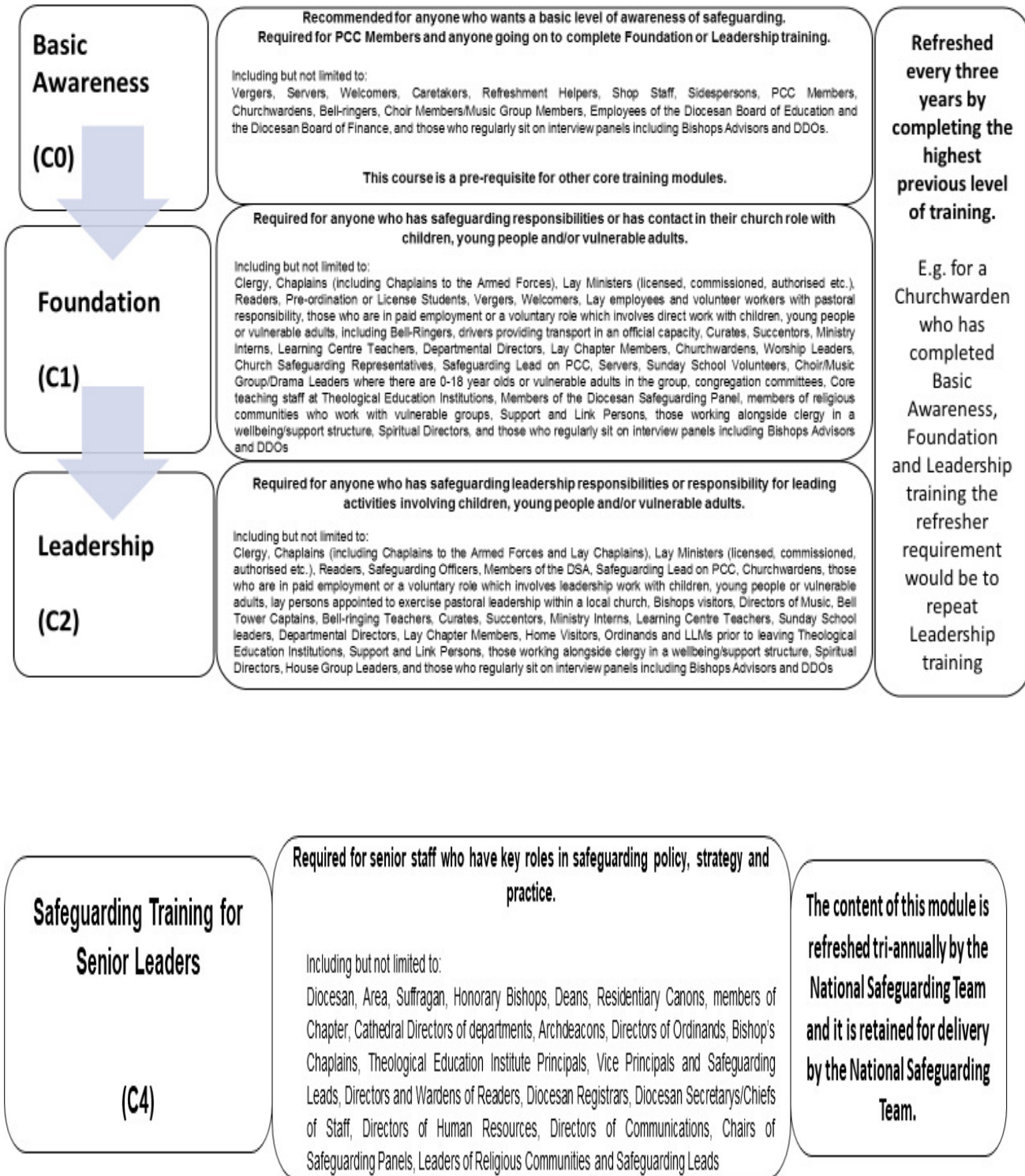
3.4 The DSA and Assistant DSA will have principle responsibility for delivery of the programme. Trainers will include clergy, and parish/cathedral volunteers. Training will be provided for all volunteers recruited for that purpose. Volunteers will be able to claim travelling expenses at diocesan rates. Attendance at courses must be booked in advance.

3.5 No accreditation is given against the core safeguarding training modules for prior learning. This is due to church core safeguarding training modules situating safeguarding practice within the unique context of the church and providing participants with the opportunity to relate their learning to their faith.⁴

3.6 The following tables outline the training modules that are available as part of the Diocesan Training Strategy for 2020 - 2022. Attendance at courses must be booked in advance. *There are additional core safeguarding modules for clergy and senior clergy: one is The Ministry of Reconciliation (The Seal of the Confessional) and the other is C4 – Safeguarding Training for Senior Leaders:*

⁴ The exception to this is where prior safeguarding training has been completed under the training framework of The Methodist Church (either Foundation or Advanced Modules), as safeguarding training completed under this framework has been viewed by the National Safeguarding Team and judged to be equivalent to the Foundation and Leadership training offered by the Church of England.

Summary Analysis of Core Safeguarding Training Modules



Core Module Learning Aims and Objectives

Module	Learning Aims	Objectives	Who for	Delivered by
Basic Awareness (Previously called C0)	Develop a basic awareness of safeguarding in the context of the Church and Christian pastoral care	Be able to: <ul style="list-style-type: none"> • 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 	See Page 6	On-line or: Parish or Cathedral Safeguarding Officers using e-learning centrally or: Face to face by a volunteer trainer arranged with the DSA administrator
Foundation Training (Previously called C1)	Situate safeguarding in the context of the Church Equip participants with the knowledge and skills in knowing what, when and how to report concerns	Be able to: <ul style="list-style-type: none"> • State the current legislation, policy and practice guidance for safeguarding • Describe their own role and responsibilities in relation to safeguarding • Respond to safeguarding information knowing who to inform, how to refer and the boundaries of confidentiality • Work safely in their role, knowing the appropriate boundaries of relationships • Explain why safeguarding matters 	See Page 6	On-line or: Parish or Cathedral Safeguarding Officers using e-learning centrally or: Face to face by a volunteer trainer arranged with the DSA administrator
Leadership Training (Previously called C2)	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	Be able to <ul style="list-style-type: none"> • Follow safeguarding processes for responding to safeguarding concerns • Understand how to care pastorally for victims/survivors of abuse and for those who are subject of concerns or allegations 	Those who hold the Bishop's licence Those who have safeguarding leadership responsibilities or responsibility for leading activities involving children, young people and/or vulnerable	DSA

	serious situations	<ul style="list-style-type: none"> • Explain the importance of safely identifying and recruiting staff and volunteers in developing a culture of safeguarding • Understand how to maintain a safe environment and run safe activities • Contribute appropriately to the monitoring of risk • Understand how to complete an annual audit and review of parish safeguarding practices 	adults	
Safeguarding Training for Senior Leaders (Previously called C4)	<p>Equip the Bishop / Dean / Principle and their senior leadership team to embed healthy safeguarding practice</p> <p>Explore the roles and personal vulnerabilities of senior diocesan leaders in implementing diocesan safeguarding procedures and responding to serious situations</p>	The content of this module changes every three years with new learning objectives being identified for each iteration	<p>Bishop, Dean, Principle, Senior Leadership Team,</p> <p>Those who have a key role in safeguarding policy, strategy and practice</p>	National Safeguarding Team
The Ministry of Reconciliation (The Seal of the Confessional)	<p>Clarify the difference between a pastoral conversation and formal confession, outlining current policy and practice guidance which relates to safeguarding information in both contexts</p> <p>Discuss confidentiality, extended confidentiality and information sharing in relation to safeguarding information primarily through the use of a range of case studies</p>	<p>The development and release of this module is subject to the outcomes of both The Seal of the Confessional Working Group and the House of Bishops.</p> <p>The timing of training for trainers in this module is likely to be early 2020 with the material being ready for cascade in late 2020, early 2021. Further guidance will be issued to assist Bishops in deciding on who should complete this module in accordance with the definition of 'regularly practice'. The module is expected to be delivered from 2020.</p>	<p>This module will be mandatory for all clergy within IME 2 and those who currently 'regularly practise' this ministry</p> <p>More details will follow regarding the requirements</p>	This module should be delivered by a member of clergy with relevant experience in consultation or directly with a member of the DSA team. Specific training will be given to both the appointed clergyperson and DSA

Specialist Safeguarding Modules Aims and Objectives

Module and Aims	Objectives	Required (Essential)	Recommended (Best practice)
<p>Safer Recruitment (Previously called S1)</p> <p>Develop understanding of why safer recruitment is important in the context of developing a culture of safeguarding in the Church</p> <p>Explain how to safely recruit staff and volunteers in line with Church of England policy and guidance</p>	<p>Be able to:</p> <ul style="list-style-type: none"> • explain the importance of safely identifying and recruiting staff and volunteers in developing a culture of safeguarding; • be able to recognise the relevant legislation and guidance associated with safer recruitment; • be able to identify safer recruitment practices; • be able to assess the suitability of candidates; • be able to process and manage applications for Disclosure and Barring Service checks including risk assessing blemished checks; • Be aware of the process for checking the safety of candidates who have been overseas 	<p>Those with responsibility for administering DBS</p> <p>Those with recruitment responsibilities (for example designated members of PCCs or members of staff who regularly sit on interview panels) including Bishops Advisors and DDOs</p> <p>Senior staff where they are involved in recruitment</p> <p>Safeguarding Officers</p>	<p>Anyone involved in the recruitment of Church officers, paid and unpaid, ordained and lay</p>
<p>Responding to Domestic Abuse (Previously called S3)</p> <p>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</p> <p>Examine issues relating to domestic abuse, especially for vulnerable groups and children and how the Church can respond well</p>	<p>Be able to:</p> <ul style="list-style-type: none"> • 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 and when and how to refer concerns • Be aware of best practice in supporting those experiencing domestic abuse 	<p>Anyone holding the Bishop's licence, commission, authorisation or PtO</p> <p>Spiritual Directors</p> <p>Bishops Visitors</p> <p>Pastoral Visitors</p> <p>Safeguarding Officers</p>	<p>Senior staff teams</p> <p>Churchwardens Leaders of children/adult's activities</p> <p>Youth Workers</p> <p>Others as relevant to role</p>
<p>Grooming, Sexual Abuse, Responding to</p>	<p>Face-to-face training module – planned for development</p>	<ul style="list-style-type: none"> • To be determined 	<ul style="list-style-type: none"> • To be determined

Survivors (Previously called S4) Examines issues relating to grooming and sexual abuse, and how the Church can respond well	alongside the 'Responding to Sexual Abuse Practice Guidance' (2019), release mid 2020		
Spiritual Abuse and Healthy Christian Cultures (Previously called S6)	Face-to-face training module – dependent upon practice guidance currently in development. Release 2020	• To be determined	• To be determined

3.7 This means there are three core modules of safeguarding training that will be delivered across the Diocese and Cathedral: C0, C1 and C2. The specialist modules that are part of the training strategy are: S1 – Safer Recruitment (which will be on-line) and S3 – Responding to Domestic Abuse. The DSA will incorporate S3 into the C2 training module.

4. Delivery of the Diocese and Cathedral Safeguarding Training

4.1 For the Diocese and the Cathedral, the proposed method for church officers and volunteers to receive their relevant training will be through: on-line training; face-to-face training by volunteers or face-to face training by the DSA team. This will now be explained in more detail.

4.2 Volunteers who do not have a safeguarding leadership role and are not licensed by the Bishop will need to complete C0 or C1 training, depending on their role. These modules can be completed in three ways:

1. By logging onto the Church of England training portal and completing the on-line training module. At the conclusion, a certificate of completion will be emailed, which is to be shown to the Parish Safeguarding Officer (PSO), Cathedral Safeguarding Officer (CSO) or clergy.
2. By someone who has completed the on-line training logging onto the Church of England portal, with a group, and complete the training together. Details of: who attended the training, and the role and parish they are from, are to be sent to the DSA administrator, so that Diocesan and Cathedral training records can be updated.

Certificates will be provided either prior to the training or after completion of the training.

3. A parish or cathedral volunteer can provide face-to-face C0 or C1 training. This can be arranged by contacting the DSA administrator to arrange for a safeguarding volunteer trainer to provide the training to a group. Details of: who attended the training, and the role and parish they are from, are to be sent to the DSA administrator, so that Diocesan and Cathedral training records can be updated. Certificates will be provided either prior to the training or after completion of the training
- 4.3 The C2 safeguarding module is for all who hold the Bishop's licence or are volunteers who have a leadership role. This module will be face-to-face training, delivered by the DSA and Assistant DSA.
- 4.4 Twelve C2 module training dates will be set each year in the two Deanery area: six in Oakham and six in Northampton. The C2 core module will incorporate the S3 specialist module.
- 4.5 In addition to these twelve training dates, each of the twelve deanery areas will provide the DSA team with two dates on which they would like the training to be delivered for their deanery area.
- 4.6 This will mean that the DSA team will be responsible for delivering a minimum of thirty-six C2/S3 training modules each year. Please see tables below for an explanation of how the training modules will be delivered over the next three years:

2020 Deanery Training – Module, Trainer, Date and Venue

Deanery	Safeguarding Module (Refresher)	Trainer, Dates and Venue
Brackley	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Jan – two dates
Brixworth	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Feb – two dates
Corby	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Mar – two dates
Daventry	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: April – two dates
Greater Northampton	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: June – two dates
Higham	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Sept – two dates
Kettering	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Nov – two dates
Oundle	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Oct – two dates
Peterborough	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: July – two dates
Rutland	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: May – two dates
Towcester	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Feb – two dates
Wellingborough	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Jan – two dates

Additional C2/S3 refresher training dates

Twelve additional training dates will be set each year by the DSA team who will be responsible for delivering the training. This means a minimum of thirty-six C2/S3 training sessions being delivered by the DSA team in 2020.

2021 Deanery Training – Module, Trainer, Date and Venue

Deanery	Safeguarding Module (Refresher)	Trainer, Dates and Venue
Brackley	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Jan – two dates
Brixworth	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Feb – two dates
Corby	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Mar – two dates
Daventry	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: April – two dates
Greater Northampton	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: June – two dates
Higham	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Sept – two dates
Kettering	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Nov – two dates
Oundle	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Oct – two dates
Peterborough	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: July – two dates
Rutland	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: May – two dates
Towcester	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Feb – two dates
Wellingborough	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Jan – two dates

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2022 Deanery Training – Module, Trainer, Date and Venue

Deanery	Safeguarding Module (Refresher)	Trainer, Dates and Venue
Brackley	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Jan – two dates
Brixworth	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Feb – two dates
Corby	CO: Basic Awareness C1: Foundation C2/S3: Leadership and Responding to Domestic Abuse	E- learning or Volunteer: E- learning or Volunteer: DSA: Mar – two dates
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