

SAFEGUARDING LEARNING NEWS — NOVEMBER 2021

WELCOME to this learning update which gives guidance on the changes made by the Learning and Development Practice Guidance 2021 which comes into effect on 1st January 2022.

The Church of England is making a significant change in its relationship with safeguarding. Safeguarding is at the centre of our faith, in our practice. In other words, safeguarding needs to become integral to the Church's DNA rather than a bolt-on, with good safeguarding behaviours flowing naturally and intuitively. To aid this change, Theology, by which we simply mean clear thinking about God and the faith we share, has been interwoven into the learning and the development pathways. As the Independent Inquiry into Child Sexual Abuse (IICSA) identified, this will require a significant shift in the Church's culture.

Three tables are detailed towards the end of the newsletter to help you determine what role needs which module(s) and when the module(s) need to be refreshed.

We are looking for extra volunteer trainers for the diocese. If you think this is for you, please see the notice at the very end of the newsletter.

Foreword by Bishop Alan

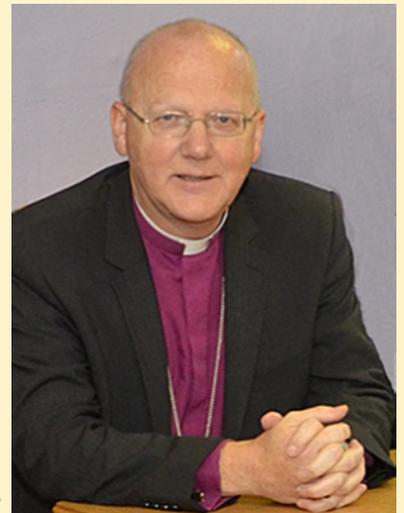
I hope that everyone who visits any of our churches, schools or chaplaincies will receive a warm welcome and will know that they are safe. To that end, this newsletter sets out the new framework for safeguarding training which has been adopted across every diocese in the Church of England and which will be rolled out from January next year.

I am aware that with all the other demands on us at this time, there are some who are wearied by the thought of more training. However, we need to embed safeguarding into every aspect of our church life and I am personally committed to going through the various levels of training.

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, practicing reciprocal pastoral care, and treating those who are most vulnerable with respect and dignity

I commend this newsletter to you and ask you to read it carefully as we seek to Live God's Love across the Diocese of St Albans.

+Alan



Introduction

We are pleased to offer safeguarding training in 2022 which is consistent with the requirements of the Learning and Development Practice Guidance 2021.

There is an expectation in Government Guidance that all staff, volunteers and office-holders know what to do should safeguarding situations arise.

Please note all changes come into effect at the start of January 2022.

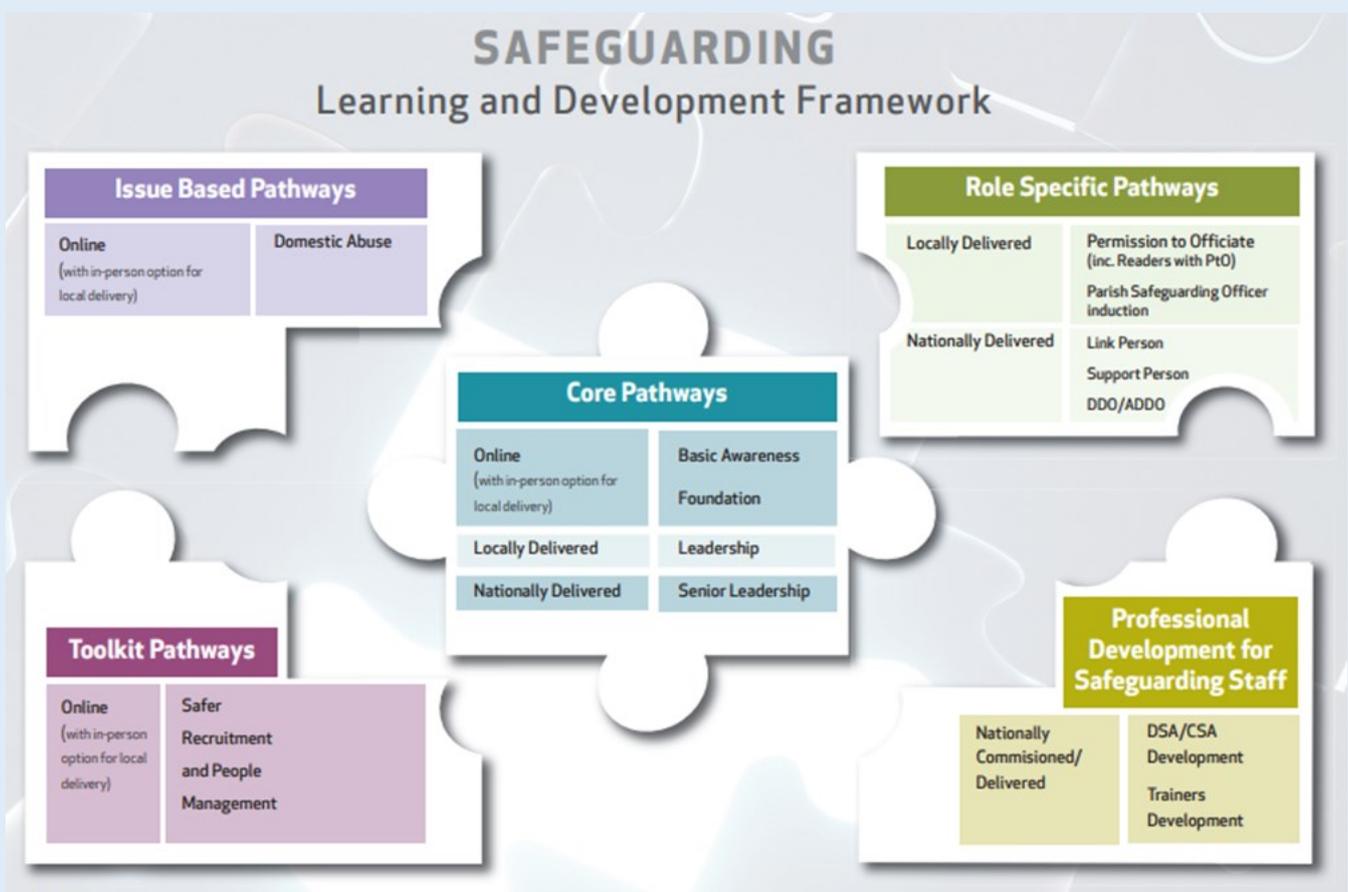
Please do not refer to previous Safeguarding Training Newsletters as they are all now superseded by this one.

Modules reflect the national requirement for all dioceses to ensure healthy safeguarding practice, responding well to victims and survivors of abuse in the church context.

The Bishop of St Albans, through acceptance of the 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.

The below image, from the framework, shows a general overview of the learning pathways.

See full guidance at [Learning and Development Framework 2021](#)



Important note regarding Leadership Module (C2)

For those required to complete the Leadership Module (C2), the Basic Awareness Module (C0) and Foundations Module (C1) must have already been completed.

If three-year refresher training at level C2 is completed by the minority of those who had not previously taken C0 or C1, first, they must now do so before attending a leadership module.

Continued...

The first Leadership Module will be delivered in April 2022. This module was previously referred to as Deanery Training or Clergy/Reader Training within the diocese. Not all roles which were required to complete Clergy/Reader or Deanery Training need to complete the Leadership Module.

Catherine Boon cboon@stalbans.anglican.org will now be the administrator for all safeguarding learning in regard to the new framework and will be pleased to address any enquiries.

Catherine will contact all individuals who need to complete this module before they are due to remind them to book on.

Sessions will be delivered via Zoom but this will be regularly reviewed.

This module will consist of pre-course work and two paired Zoom sessions.

The sessions will be one to two weeks apart.

There will be further work required between the sessions.

Four to six weeks after the second session, delegates are required to submit a reflection about how they have applied their learning from this course.

Each session will be run by a theologically educated facilitator and a safeguarding trainer.

The same facilitator and trainer will deliver the same paired sessions.

Delegates are required to attend the same paired sessions to ensure continuity including pre and post course work.

A certificate will be awarded upon completion of the self-evaluation.

Further details of available courses and booking and will be available from February 2022 at <https://www.stalbans.anglican.org/diocese/safeguarding-training/>

Important note regarding Safer Recruitment and People Management Module and Domestic Abuse Module

Previously, the requirement was to complete these modules on one occasion only. The new framework directs that they are both refreshed every three years. (This is on top of any refresher required for Basic Awareness (C0), Foundations (C1) or Leadership (C2).

Both the Safer Recruitment and People Management module, and the Domestic Abuse module are now available online (please see Table 3 for further information regarding how to complete them.)



Courses 2022 to 2025

The following three tables show the learning requirements for 2022-2025.

- Table 1 will assist you in looking up learning via a course.
- Table 2 will assist you looking up learning via a role.
- Table 3 gives the links to book a course. This table also indicates a course's duration, and whether it is online or delivered virtually via Zoom

Table 1 – Safeguarding Learning by course

Basic Awareness Pre-requisites – Not Applicable
Required attendees <ul style="list-style-type: none">• All Church Officers (Anyone appointed by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid.)• Anyone going on to complete any other safeguarding learning pathway Recommended attendees <ul style="list-style-type: none">• Anyone wanting or needing a Basic Awareness of safeguarding
Foundations Pre-requisites - Basic Awareness
Required attendees <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 <ul style="list-style-type: none">• Not applicable

Leadership

Pre-requisites - Basic Awareness and Foundations

Required attendees

- All clergy holding the Bishop's licence, commission, authorisation, or permission (excluding clergy PtO) 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. (Ordinands need to have completed the Leadership Pathway before their diaconal ordination and lay ministers in training before they are licensed)
- Non-executive members of Chapter (unless their role in the diocese requires a higher level)
- Parish Safeguarding Officers

Recommended attendees

Not applicable

Permission to Officiate

Pre-requisites - Basic Awareness and Foundations

Required attendees

- Anyone holding PtO [Note – this previously included Reader Emeritus in error]

Recommended attendees

Not applicable

Senior Leadership

Pre-requisites - Basic Awareness and Foundations

Required attendees

- Diocesan and Suffragan Bishops
- Provincial Episcopal Visitors
- Archdeacons, including Associate Archdeacons
- Deans
- Executive Chapter Members/Residentiary Canons
- Bishops' Chaplains
- Diocesan Secretaries
- Cathedral Chief Operating Officers
- Directors of Communications
- Directors of Ministry

Continued...

- Registrars
- Diocesan and Cathedral Safeguarding Officers
- Cathedral Directors of Music/Masters of Choristers
- HR Directors
- Senior Chaplains to the Armed Forces

Recommended attendees

- Not applicable

Raising Awareness of Domestic Abuse

Pre-requisites - Basic Awareness and Foundations

Required attendees

- Anyone holding the Bishop's licence, commission, authorisation, or permission (clergy, PtO, Readers, LLMs)
- Bishops' Visitors/Pastoral Visitors
- Parish Safeguarding Officers
- Ordinands during IME 1
- PCC Members /Lay Chapter Members
- Churchwardens
- Members of the Diocesan Safeguarding Advisory Panel

Recommended attendees

- Persons holding any other pastoral role within the Church

Safer Recruitment and People Management

Pre-requisites - Basic Awareness and Foundations

Required attendees

- Line managers and anyone involved in the recruitment of Church Officers (employees, elected members, and volunteers)
- Those with responsibility for administering DBS
- Parish Safeguarding Officers
- Ordinands during IME 1

Parish Safeguarding Officer Induction

Pre-requisites - Basic Awareness and Foundations

Required attendees

- Persons taking on the role of Parish Safeguarding Officer

Recommended attendees

- Existing Parish Safeguarding Officers

Table 2 – Safeguarding Learning by role

Clergy, Licensed Lay Ministers, Authorised Lay Local Ministers ... must complete:
<ol style="list-style-type: none">1. Basic Awareness2. Foundations3. Safeguarding Leadership Pathway - <i>renewal every three years</i>4. Safer Recruitment & People Management- <i>renewal every three years</i> [New note - Licensed Lay Ministers and Authorised Lay Local Ministers <u>only if involved in recruitment</u>]5. Responding Well to Domestic Abuse - <i>renewal every three years</i>
Clergy with Permission to Officiate ... must complete:
<ol style="list-style-type: none">1. Basic Awareness2. Foundations3. Safeguarding Learning for PtO Pathway - <i>renewal every three years</i>4. Responding Well to Domestic Abuse - <i>renewal every three years</i>
Parish Safeguarding Officers ... must complete:
<ol style="list-style-type: none">1. Basic Awareness2. Foundations3. Safeguarding Leadership Pathway - <i>renewal every three years</i>4. Safer Recruitment & People Management - <i>renewal every three years</i>5. Responding Well to Domestic Abuse - <i>renewal every three years</i>6. Parish Safeguarding Officer Induction (<i>if new to the role</i>)
All volunteer and paid roles in all churches, including cathedrals (Church Officers) ... must complete:
<ol style="list-style-type: none">1. Basic Awareness - <i>renewal every three years</i>
PCC Members ... must complete:
<ol style="list-style-type: none">1. Basic Awareness2. Foundations - <i>renewal every three years</i>3. Responding Well to Domestic Abuse - <i>renewal every three years</i>

Church Wardens

... must complete:

1. Basic Awareness
2. Foundations – *renewal every three years*
3. Responding Well to Domestic Abuse (as a PCC member) - *renewal every three years*

Roles that have direct contact with children, young people or vulnerable adults

... must complete:

1. Basic Awareness
2. Foundations - *renewal every three years*

Roles involved in recruitment and line management or supervision

... must complete:

1. Safer Recruitment and People Management - *renewal every three years*

Table 3 – How to book

1. Basic Awareness	The Church of England Safeguarding Training Portal Complete online. Circa 75 minutes
2. Foundations	The Church of England Safeguarding Training Portal Complete online. Circa 90 minutes
3. Safeguarding Leadership Pathway	Book via https://www.stalbans.anglican.org/diocese/safeguarding-training/ Delivered virtually by a facilitator and safeguarding trainer. 2 x 90-minute sessions
4. Safeguarding Learning Pathway for clergy PtO	Book via https://www.stalbans.anglican.org/diocese/safeguarding-training/ Delivered virtually by a facilitator and safeguarding trainer. 1 x 180-minute session
4. Safer Recruitment & People Management- <i>renewal every three years</i>	The Church of England Safeguarding Training Portal Complete online. Circa 90-120 minutes
5. Responding Well to Domestic Abuse - <i>renewal every three years</i>	The Church of England Safeguarding Training Portal Complete online. Circa 90-120 minutes
6. Parish Safeguarding Officer Induction (<i>available from late 2021/early 2022</i>)	Book via https://www.stalbans.anglican.org/diocese/safeguarding-training/ Delivered virtually by safeguarding trainers. 1 x 180 minute session

Note: Courses 1, 2 and 3 in Table 3 - 3 yearly renewal is at the HIGHEST level previously completed

e.g a PCC Member completes Basic and Foundations so in three-years' time would only need to repeat Foundations.

or

a member of clergy completed Basic, Foundations and Leadership so in three years' time would only need to repeat Leadership.

However please see the first two paragraphs under the heading 'Important note regarding Leadership Module (C2)', on page 2.

Do you want to be a Safeguarding Trainer?

Your Diocese needs You!

Raising awareness through training is an essential part of becoming a safer Church. We are actively looking for volunteers to assist in delivering the Leadership Module. The expectation is that suitable applicants would deliver a minimum of two paired sessions per year. This can be a very rewarding role.

Further information about the role and an application form can be found at www.stalbans.anglican.org/diocese/safeguarding-documents/volunteer-safeguarding-trainers/



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