Safeguarding Training Framework

Learning opportunities co-ordinated locally will embrace a wide range of delivery methods beyond a 'classroom' type setting including activities such as podcasts, workshops, newsletters and e-learning. Reference to 'training' in this document therefore includes a range of activities aimed to develop participants skills, knowledge, attitudes and practice in safeguarding.

The provision of training will embrace the principles of dialogue and engagement in a trusting space. This approach is intended to affect participant's values and behaviours to influence and achieve good safeguarding outcomes.

Safeguarding training pathways

The Church in Wales has core elements of safeguarding learning which have been developed to build learning according to role and responsibilities. There are additional learning modules that have been developed to enhance safeguarding knowledge on particular subject areas, or for specific roles.

This framework outlines the modular detail to explain who requires what training at the appropriate level. It also sets out the training outcomes for each module. People are expected to achieve the required level of learning as soon as is practicable upon request to commence in role, and in every case within a maximum of three months of appointment.

Refresher learning is provided and should be completed at three yearly intervals. Participants will be contacted by the Provincial Safeguarding Team when refresher training is required. Training at the appropriate level must also be undertaken when an individual takes on a new role.

Delivery of safeguarding training is undertaken by the Provincial Safeguarding Team's experienced and skilled trainers .

Core Learning Pathways

Module A - Safeguarding Awareness

Delivery	Online (with contingency for face to face training when online training cannot be completed for acceptable reasons)
Outcomes	- Be able to explain the term Safeguarding - Be able to recognise the signs and indicators of abuse - Understand safeguarding in a church context - Demonstrate a basic understanding of the laws concerning safeguarding - Recognise your own responsibilities to report abuse and know what actions to take if you witness abuse or someone tells you about abuse - Understand the boundaries of confidentiality
Required participants	- All church officers, including MAC Chairs & members - All clergy

	-Everyone with a need to complete further safeguarding training courses *this course is available for everyone to achieve a foundation level understanding of safeguarding
Training method	Online

Module B - Understanding Safeguarding in the Church

Pre-requisite	Module A - Safeguarding Awareness	
Delivery	Online or face to face	
Outcomes	-Understand what good safeguarding looks like -Identify the governance around safeguarding -Understand individual accountability -Understand safeguarding responsibility at a church level -Understand the reporting process -Understand the wider safeguarding context	
Required participants	-All clergy -Anyone in a role which involves working with children, young people or adults at risk -Churchwardens -Licensed readers -Vergers -MAC Chairs and members -MA Safeguarding officers -MA / Parish Directors of Music	
Training method	Online -Completed via zoom in single session	Face to face -Single session delivery -Maximum group size of 30

Module C - Safeguarding and Leadership

Pre-requisite	Module A - Safeguarding Awareness + Module B - Understanding Safeguarding in the Church
Delivery	Online or face to face
Outcomes	-Understand safeguarding practice and guidance -Recognise how to care pastorally for victims and survivors of abuse -To be able to advise others regarding the process to refer safeguarding concerns -To contribute appropriately to the management of risk -To consider what healthy church communities look like -To consider good safeguarding behaviours and their impact
Required participants	-MA Leaders -MA Safeguarding officers -MAC Chairs and members

	There may be local context where it would be appropriate for other individuals who significantly influence leadership to attend – for example focal ministers or churchwardens; locally appointed leaders etc.	
Training method	Online -Completed via zoom in single session	Face to face -Single session delivery -Maximum group size of 30

Module D - Safeguarding for Senior Leadership

Pre-requisite	Module A - Safeguarding Awareness + Module B - Understanding Safeguarding in the Church	
Delivery	Online or face to face	
Outcomes	-To give further consideration to what healthy church communities look like -To reflect on how that healthy culture is preventative and restorative -To develop a deeper understanding of the nature of harm and abuse and their impact on Church communities -To demonstrate strengthened values in relation to safeguarding -To reflect on one's own leadership and responses to safeguarding -Translate learning into new leadership behaviours which help deliver safeguarding outcomes and demonstrate that safeguarding is at the heart of the church	
Required participants	-Archbishop -Diocesan Bishops -Provincial Secretary -General Counsel -Archdeacons -Deans -Bishops Chaplains -Diocesan Secretaries -Directors of Ministry -Directors of Music (Cathedrals) -St Padarn's Institute Principal	
Training method	Online -Completed via zoom in single session	Face to face -Single session delivery -Maximum group size of 30

Module E - Safeguarding for PTO's

Pre-requisite	Module A - Safeguarding Awareness
Delivery	Online or face to face
Outcomes	-Understand what good safeguarding looks like -Identify the governance around safeguarding -Understand individual accountability

	-Understand the reporting process -Describe how to respond to safeguarding concerns -Understand the complexities of safeguarding in a church context	
Required participants	Those granted Permission to Officiate by diocesan Bishop. (NB – participants can attend Module B training as an alternative to attending Module E)	
Training method	Online -Completed via zoom in single session	Face to face -Single session delivery -Maximum group size of 30

Module F - Understanding the role of MA Safeguarding Officers

Pre-requisite	Module A - Safeguarding Awareness + Module B - Understanding Safeguarding in the Church	
Delivery	Online or face to face	
Outcomes	-Understand the responsibilities of the MASO role -Understand the safeguarding reporting structures of the CiW -Understand safe practices and promote compliance	
Required participants	MA Safeguarding officers	
Training method	Online -Completed via zoom in single session	Face to face -Single session delivery -Maximum group size of 30

Module G - Safeguarding agreements

Pre-requisite	Module A - Safeguarding Awareness + Module B - Understanding Safeguarding in the Church	
Delivery	Online or face to face	
Outcomes	-Understand good practice -Understand the complexities of safeguarding contracts -Understand the limits of confidentiality -Understand best practice with regards to risk management -Understand the role of the provincial safeguarding team within this process	
Required participants	-Clergy -MA Safeguarding officers - Churchwardens	
Training method	Online -Completed via zoom in single session	Face to face -Single session delivery -Maximum group size of 30

Module H - Safer Recruitment

Pre-requisite	Module A - Safeguarding Awareness + Module B - Understanding Safeguarding in the Church	
Delivery	Online or face to face	
Outcomes	-Understand good recruitment practices and processes such as the selection and interview process -Understand best practice in terms of ongoing people management -Dealing with concerns identified through the vetting process	
Required participants	-Line managers and those involved in the recruitment of church officers -MAC members -Clergy where relevant - MA Safeguarding officers	
Training method	Online -Completed via zoom in single session	Face to face -Single session delivery -Maximum group size of 30

The Core Pathway modules exist to provide the essential learning necessary to be able to recognise, respond, record and refer safeguarding concerns as well as build safe church methodology into everyday activities. The leadership modules in particular are tailored to embedding safeguarding practices at MA level and beyond whilst exploring the vulnerabilities of clergy in implementing procedures and responding to serious concerns and situations.

Issue based learning pathways

Module 1 - Domestic Abuse – awareness

Pre-requisite	Module A - Safeguarding Awareness + Module B - Understanding Safeguarding in the Church	
Delivery	Online or face to face	
Outcomes	-Understand domestic abuse – types of domestic abuse and who is at risk -Explore the barriers and impact of domestic abuse -Identify safeguarding actions to protect victims and those at risk whilst exploring the limitations of your own role -Understanding the impact domestic abuse has on victims	
Required participants	-Clergy -MA Safeguarding officers -Churchwardens -Pastoral visitors -MAC members	
Training method	Online -Completed via zoom in single session	Face to face -Single session delivery -Maximum group size of 30

Module J - Pastoral care and supporting survivors

Pre-requisite	Module A - Safeguarding Awareness + Module B - Understanding Safeguarding in the Church	
Delivery	Online or face to face	
Outcomes	-Understand good practice -Understand the limits of confidentiality -Apply listening skills to pastoral conversations -Understand how to respond to survivors of abuse and the barriers they face	
Required participants	-Clergy -MA Safeguarding officers -Pastoral visitors -Churchwardens -MAC members	
Training method	Online -Completed via zoom in single session	Face to face -Single session delivery -Maximum group size of 30

Module K - Modern slavery and exploitation

Pre-requisite	Module A - Safeguarding Awareness + Module B - Understanding Safeguarding in the Church	
Delivery	Online or face to face	
Outcomes	-Develop an awareness of the signs of exploitation -Understand the definition and what it means in reality -Understand the barriers that prevent victims from trusting people in authority -Demonstrate an awareness of what makes individuals vulnerable to exploitation	
Required participants	-Clergy -MA Safeguarding officers -Pastoral visitors -Churchwardens	
Training method	Online -Completed via zoom in single session	Face to face -Single session delivery -Maximum group size of 30

Who needs to complete core learning pathways?

Module A – Safeguarding Awareness	All Church officers All clergy All with a need to complete further safeguarding training courses or achieve a general awareness of safeguarding
Module B – Understanding	All clergy

Safeguarding in the Church	Anyone in a role which involves working with children, young people or adults at risk Churchwardens Licenced readers Vergers Directors of Music (Parish & MA's) MAC members MA Safeguarding officers
Module C – Safeguarding and Leadership	MA Leaders MA Safeguarding officers MAC Members *there may be local context where it would be appropriate for other individuals who significantly influence leadership to attend – for example focal ministers or churchwardens; locally appointed leaders etc
Module D – Safeguarding for Senior Leadership	Archbishop Diocesan Bishops Principal Secretary General Counsel Archdeacons Deans Bishops Chaplains Diocesan Secretaries Directors of Ministry Directors of Music (Cathedrals) St Padarn's Institute Principal
Module E – Safeguarding for PTO's	Those granted Permission to Officiate by diocesan Bishop
Module F – Understanding the role of MA Safeguarding Officers	MA Safeguarding officers
Module G – Safeguarding Agreements	Clergy MA Safeguarding officers Churchwardens
Module H – Safer Recruitment	Line managers and those involved in the recruitment of church officers MAC members Clergy where relevant MA Safeguarding officers

Diocesan based Safeguarding workshops

Beyond the "classroom" type setting we will be providing further learning opportunities via workshops on a diocesan level. These will be focussed on general safeguarding issues and will be an opportunity to look in detail at any recurring safeguarding issues on a diocesan

level. We will also work with external statutory and non-statutory agencies to arrange or commission workshops in response to safeguarding developments where appropriate.

Monitoring attendance

The provincial safeguarding team will seek assurance regarding attendance and compliance with training requirements and will work with dioceses to achieve this. Attendance at safeguarding training will be recorded consistently and accurately in the safeguarding training central database 'My Church People' to ensure that all attendees have a learning record. Such records will enable refresher sessions to be identified and will further facilitate the monitoring and assurance of safeguarding learning. Details of training attendance will be available to each diocese and will be used to inform reporting and assurance processes.

Successful completion

Although our courses do not have an assessment, individuals will be required to demonstrate understanding during the sessions in order to successfully complete the relevant modules. This will be at the discretion of the trainer. Following course completion a certificate will be sent to the participant. Participants will evidence their updated skills and knowledge in their everyday work.

Where participants do not engage or are deliberately difficult or disruptive the trainer will be responsible for ensuring that this behaviour is not accepted. Anyone attending who fails to participate or engage will be spoken to privately to ascertain if there are reasons for this. Where there are no justifiable reasons for a participant not engaging it may be necessary to report their lack of participation to the appropriate person, such as diocesan bishop for clergy, or line manager for employees and volunteers. Individuals whom have not fully participated or engaged in the safeguarding learning will not be issued with a certificate of completion.