

Safeguarding Training Strategy

Introduction

This strategy outlines the approach to safeguarding learning within the Church in Wales. It recognises the importance of providing safe churches and of safeguarding vulnerable people within our communities. It sets out how safeguarding training will be planned and delivered to enable participants to have the skills and knowledge to protect children, and adults at risk.

Governance and responsibility

The Church in Wales has a structure to respond robustly and consistently to safeguarding. The Safeguarding Committee has strategic governance of safeguarding. It reports to the Standing Committee of the Governing Body of the Church in Wales and holds all to account for their safeguarding responsibility. These extend throughout the Church. A Lead Bishop for Safeguarding (the Archbishop) provides provincial leadership and direction in promoting a safe church, with the support of other Diocesan Bishops. Clergy and Laity work closely with the Provincial Safeguarding Team in the response to safeguarding concerns. The Provincial Safeguarding Team provide advice and support, deliver policy, guidance and procedures, and have ownership of Safeguarding learning. The Church in Wales safeguarding training is designed and delivered by experienced, skilled trainers. They are committed to ensuring the Church is both safe and welcoming for all, and understand the requirements of safeguarding children and adults in the context of the Church.

Purpose of Safeguarding Training

The Church in Wales is fully committed to safeguarding as an integral part of its life and ministry. Safeguarding is a shared responsibility and we all have a role to play. We will work to strengthen this resolve through training, support, communication and quality assurance. The Church in Wales will challenge all abuses of power within our church communities by ensuring church officers adhere to appropriate safe working practices and are fully supported to challenge abusive behaviour. We will promote the welfare of children, and adults, and work to prevent abuse from occurring. We will take care to identify where a person may pose a risk to others and while offering support to them, will also take steps to mitigate risk.

We understand past failures and how faith communities have been used by or targeted by perpetrators of abuse. We acknowledge the need to prevent unhealthy attitudes such as deference, secrecy, fear, tribalism, naivety, concern over reputation, which have been part of the culture of the Church which has negatively impacted on safeguarding. This strategy will promote a positive culture so that Safeguarding is done well, and that it is a golden thread running through the Church. Safeguarding truly is everyone's responsibility.

Vision

Our aim is to raise awareness and knowledge, thereby influencing behaviour to achieve good safeguarding outcomes. The experience of learning should leave a person different in some way, and safeguarding training will have this effect – transformational change within

the learning environment. We will do this by engaging people to think about their beliefs and values and how these can influence good safeguarding behaviours. We will encourage people to understand safeguarding as an intrinsic value of the church, one that allows us to challenge poor behaviours and advocate best practice. We will promote healthy christian cultures across the Church in Wales which will be an essential part of the Safeguarding Training Framework.

Training objectives

There are core learning pathways which have been developed for learning to be achieved dependent upon role. Much of the training will be centred upon facilitating dialogue to enable participants to develop safeguarding knowledge together.

It is both essential and necessary for all to be able to understand their responsibility to safeguard others and what constitutes harm and abuse. Everyone needs to *Recognise* and *Respond* to harm and abuse or the risk of that occurring. They also need to know how to *Record* and *Refer* safeguarding concerns. Safeguarding training will identify how these are done well (known as the 4R's). It is vital that individuals are able to speak out about safeguarding concerns and that whoever they tell takes them seriously and acts upon what they are told. We all have a responsibility for safeguarding and it forms part of our duty of care. Training delivery will outline best practice, in line with the Church in Wales Safeguarding Policy and guidance. This will include:

Recognising the signs of harm and abuse- know the signs and symptoms of harm and abuse even though they may not always be obvious. The better we are at identifying the possible warning signs, the more likely we are to recognise abuse and take the appropriate actions.

Responding to safeguarding concerns – everyone is expected to respond to safeguarding concerns, disclosures or allegations in an appropriate manner. There are general principles that apply – make the person feel they are being listened to and supported; do not promise to keep information confidential; do not investigate the concern; seek consent to share information; inform the provincial safeguarding team to enable a decision on the required action.

Record - Whenever a safeguarding concern arises, the person aware of that concern should keep clear records to ensure there is a history of events, accountability and evidence in case of proceedings. All records must be kept securely.

Refer – the Safeguarding Policy requires referral of safeguarding concerns to the provincial safeguarding team. They will take responsibility for all reported concerns, disclosures and allegations of a safeguarding nature. If a concern is referred directly to statutory authorities, then the provincial safeguarding team should be notified as soon as is practicable. They will remain in contact with the police and/or local authority social services departments until enquiries and subsequent statutory interventions are concluded.

Safeguarding training will also explore issues of power and abuse as they present themselves in the context of the Church, and consider the barriers (emotional, psychological & theological) that can prevent the promotion of healthy church communities.

Beyond the core learning pathways there will be further learning covering a range of subject areas. These include greater awareness of protecting vulnerable people in a range of settings, e.g. domestic abuse, modern slavery and trafficking, exploitation of children and adults at risk. There are sessions which explore effective leadership behaviours related to safeguarding and the implications these have upon culture within the Church. The importance of safe recruitment processes are stressed. The impact that abuse and trauma has on individuals, relationships, the Church and communities is explored. How leaders can develop and influence safe churches and keep people safe. The details of these courses and their specific training outcomes can be found within the Framework document.

Planning

The Training Framework sets out the required training for varying roles within the Church.

The Safeguarding Training Database 'My Church People' records the delivery of safeguarding training to individuals. It draws information from diocesan databases and the InfoNet in relation to the differing roles within the Church and details individual postholders. The Provincial Office, dioceses and ministry areas must maintain accurate information to identify and record all relevant persons that require safeguarding training. These relevant persons include:

- all clergy, including those who hold permission to officiate;
- all licensed lay ministers, including readers etc;
- churchwardens;
- members of the ministry area councils;
- laity and volunteers who work with children and adults at risk;
- candidates taking part in formal training for ministry;
- pastoral visitors;
- persons who hold a position of leadership or responsibility within the Church in Wales or for church activities

All relevant persons must take individual responsibility to undertake safeguarding training as directed by the Provincial Safeguarding Team at the appropriate level, every three years, as a minimum. A failure to undertake training would result in a review of their ability to perform the role.

Every diocese and ministry areas must ensure that there are processes in place to identify people who are being considered for a role contained within the list of relevant persons. Safeguarding training must be completed before they are granted permission to undertake duties that involve them working directly with children and adults at risk.

There are multiple learning opportunities available for the various modules, with individuals able to book onto safeguarding training sessions. Each diocese, working in partnership with the Provincial Safeguarding Team, must monitor this requirement on a quarterly basis.

The Provincial Team will monitor and continually assess the requirement and demand for safeguarding training to provide sufficient resources for training.

Training delivery

The delivery of safeguarding training modules will be via both face to face and online sessions as appropriate and are undertaken by the Provincial Safeguarding Team's dedicated trainers. A regular plan for delivery of safeguarding training modules will be published and made available on a provincial and diocesan basis, so as to meet the required demand.

There will be three distinct periods of training delivered during a calendar year. These are intended to accommodate important, busy periods in Church life and leave commitments during the year and will be as follows –

January to Pre-Easter;

Post-Easter to late July;

September to early December.

Training will also include continuous development in the form of podcasts, newsletters, workshops and online resources in order to further embed safeguarding throughout the Church in Wales.

All the above will follow the same principle of dialogue and engagement in a trusting space. The approach is intended to affect participant's values and behaviours and influence behaviour to achieve good safeguarding outcomes. The safeguarding training will promote healthy christian cultures across the Church in Wales.

The Provincial Safeguarding Officers will support and participate in training, to ensure that casework examples are utilised to assist participants to understand the particular challenges of safeguarding in a church environment.

Monitoring

The over-arching aim of training activities is to improve the quality of practice and positively affect outcomes for children, and adults who come into contact with our churches and church teams. We will seek feedback from participants to understand their experience and whether safeguarding training affects values and understanding in order to affect a change in a person's behaviour.

The Provincial Safeguarding Team will seek assurance regarding attendance and compliance with training requirements and will work with dioceses to achieve this. Details of training attendance will be available to each diocese and can be used to inform reporting and assurance processes as well as to identify unmet needs. Individual records of attendance at safeguarding training will be held on the 'My Church People' database.

Quality assurance, review and continuous improvement

Quality assurance is an essential part of the management of training. The Church in Wales oversight of the quality of training will sit with the Safeguarding Committee. Training will be subject of continuous improvement and will be formally reviewed by the Provincial Safeguarding Team on an annual basis. The review will take into account the feedback provided by participants, and also reflects changes in legislation, guidance and best practice.

A process of external scrutiny will also be incorporated into the process, in line with best practice developments and standards of excellence by statutory and non-statutory organisations linked to the functions of the Regional Safeguarding Boards.

Additional material

Safeguarding training is supplemented with paper guidance, online guidance, flowcharts, links to further learning and advice. These will be referred to and provided, as necessary, during training delivery. Safeguarding Guidance documents are also available on the Church in Wales safeguarding webpages <https://www.churchinwales.org.uk/en/safeguarding/>