

DIOCESE OF CARLISLE

SAFEGUARDING LEARNING PATHWAYS FOR PARISHES

- The Learning and Development Framework [2024] provides the details of the Church's learning pathways that have been developed to help shape the culture of safeguarding, and expectations of Church Officers ^[1] in respect of those pathways. The Church has an ambition to make a paradigm shift in its relationship with safeguarding. It needs to be something that flows from within the soul of the Church.
- The L&D Framework provides the 'guiding principle' that all who *"significantly influence the culture of their church body"* should attend the Leadership pathway. Those in other roles are expected to attend the online Basic Awareness and Foundation pathways.
- The grid on page 2 sets out the expectations for various roles. Where a footnote number is shown in a box, there can be some local determination about which pathway is most appropriate (notes are shown on page 3). Where roles exist which are not specified below, consideration of the 'guiding principle' should determine which pathway is appropriate. If advice is required, please contact: safeguarding.adviser@carlisle-diocese.org.uk or safeguarding.administration@carlisle-diocese.org.uk
- Ensuring that Safeguarding Training and Safer Recruitment is completed within these guidelines is the responsibility of the PCC. The required core safeguarding learning pathways should be a priority with Basic Awareness and Foundation being completed as part of an induction process and the remaining core pathways being completed wherever possible within six months of an individual taking up a post.
- Where individuals hold more than one role, or serve more than one Church body, they should train at the highest level.
*****All training should be refreshed every 3 years at the highest level required for role.*****
- Please ensure your local Parish Safeguarding Officer has sight of your certificates for local records.

^[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. A Church Officer must be at least 18 years of age. However, we are aware that there are many young helpers, leaders and PCC members who are between the ages of 16 and 19 years of age; these individuals should be supported to engage in the same level of safeguarding learning as their adult counterparts.

✓ = Required Training (Essential) / R = Recommended Training (Best Practice)

Course	Basic Awareness	Foundation	Leadership	Raising Awareness of Domestic Abuse	Safer Recruitment & People Management	PSO Induction	Modern Slavery and Human Trafficking
<div>Mode of Delivery</div> <div>Church Officer Role</div>	National Safeguarding online learning portal * AND Face to Face if available delivered by Registered Church Officers ***	National Safeguarding online learning portal * AND Face to Face if available delivered by Registered Church Officers***	Carlisle Diocese delivery (Safeguarding Team) via Zoom / Face to Face if available**	National Safeguarding online learning portal * or Face to Face if available in diocese – see website**	National Safeguarding online learning portal *	Carlisle Diocese delivery (DSO) via Zoom / Face to Face if available **	National Safeguarding online learning portal *
Incumbents & Clergy Ordinands & Deacons	✓	✓	✓	✓	✓		R
Licensed Lay Ministers	✓	✓	✓	✓	R ¹		R
Licensed Lay Readers	✓	✓	✓	✓	R ¹		R
Clergy with PTO	✓	✓	✓ ²	✓			R
Honorary Bishop	✓	✓	✓	✓			R
Parish Safeguarding Officers	✓	✓	✓	✓	✓	✓	R
Church Warden	✓	✓	✓ ³	R	R ¹		R
PCC Members	✓	✓		R	R ¹		R
Anyone (volunteers and employees) <u>leading</u> any activity working with children, young people, or vulnerable adults incl. NYC.	✓	✓	✓	✓			R
Anyone (volunteers and employees) working with children, young people, or vulnerable adults, including Bishops Visitors and Pastoral Visitors.	✓	✓		✓	R ¹		R
Choir / Music Leaders	✓	✓	✓	R	R ¹		R
Organists & Worship Band	✓			R			R

Bell Tower Captains	✓	✓	✓ ⁴	R	R ¹		R
Bell Tower Teachers	✓	✓		R			R
Bell Ringers	✓			R			R
All Church Officers who meet the public in their role e.g sides person / welcomer	✓			R			R
Church Officers in any role	✓			R			R
Vergers	✓	✓		R			R
DBS officers /administrators	✓	✓		R	✓		R

Footnotes for the grid shown on page 2:

1. Safer Recruitment & People Management course - access to this pathway would be locally determined to match parish requirements e.g. all Church Officers who have any active involvement in the recruitment of employees, elected members and / or volunteers. All those with responsibility for administering DBS.
2. The pathway followed will depend on the level of activity and their profile within the church community. A condensed PtO specific leadership pathway may be offered. However, this depends upon availability and assessment of need by the DSO.
3. All Churchwardens in the Diocese of Carlisle are advised to complete Leadership as they *“significantly influence the culture of their church body.”* If the church is moving into, or in, vacancy, Church Wardens are required to complete this pathway (ideally before) the Incumbent leaves – please contact the DSO to discuss if unsure.
4. Bell ringers – all to complete Basic awareness. Tower captains and those teaching children - complete Foundation. Tower Captains at prominent towers (including Cathedrals, towers with frequent visitors or people learning), & safeguarding lead – complete Leadership.

* Access the National Safeguarding Online Learning Portal here: [Home | Safeguarding: Training Portal](#)

** Access details of courses being delivered in the Diocese of Carlisle here: [Safeguarding Training - Diocese of Carlisle](#)

*** To enquire about face-to-face delivery of Basic and Foundation courses, contact: safeguarding.administration@carlisle-diocese.org.uk

PLEASE NOTE: *This document is a safeguarding Code of Practice issued under s.5A of the Safeguarding and Clergy Discipline Measure 2016, as amended by the Safeguarding (Code of Practice) Measure 2021, which came into effect on 1 March 2022. This Code applies to people who have safeguarding responsibilities within the Church, including all authorised clergy, bishops, archdeacons, licensed readers and lay workers, churchwardens, members of parochial church councils and cathedral chapters.*

Failure by a member of the clergy to comply with a requirement is an act or omission which may constitute misconduct under the Clergy Page 27 Discipline Measure. Failure by a Reader or lay worker to comply with a requirement would be grounds for the revocation of that Reader's or lay worker's licence by the bishop, and failure by a churchwarden, parochial church council or cathedral chapter could result in an investigation being conducted by the Charity Commission and the person being disqualified as a charity trustee. If a volunteer is in a role that requires them to undertake safeguarding learning, they should not be allowed continue in that role if they refuse to complete the required learning. For further guidance, please refer to the full Safeguarding Learning & Development framework available on both diocesan and national church websites.

Joanna Van Lachterop

Diocesan Safeguarding Officer

V.2 April 2025 – updated due to new Safeguarding Learning & Development Guidance 2024.