

DIOCESE OF CARLISLE

SAFEGUARDING LEARNING PATHWAYS FOR PARISHES

- The Learning and Development Framework [2021] 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 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 Learning and Development Framework [2021] 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@carlisediocese.org.uk
- Ensuring that Safeguarding Training and Safer Recruitment is completed within these guidelines is the responsibility of the PCC. Each Church body should develop a three-year Safeguarding Learning & Development Strategy to capture the numbers of people requiring each learning pathway.
- 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.

| Course | Basic Awareness | Foundation | Leadership | Raising Awareness of Domestic Abuse | Safer Recruitment & People Management | PSO Induction |
|-------------------------|---|--|---|--|---------------------------------------|---|
| Mode of Delivery | National E-Learning or, F2F if available delivered by Registered Church Officers. | National E-Learning or F2F if available delivered by Registered Church Officers. | Carlisle Diocese delivery (DSA) via Zoom / Face to Face if available. | National E-Learning or F2F if available. | National E-Learning. | Carlisle Diocese delivery (DSA) via Zoom / Face to Face if available. |

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

| Course | Basic Awareness | Foundation | Leadership | Raising Awareness of Domestic Abuse | Safer Recruitment & People Management | PSO Induction |
|---|-----------------|------------|------------|-------------------------------------|---------------------------------------|---------------|
| Role | | | | | | |
| Incumbents, Ordinands, Deacons in Training | ✓ | ✓ | ✓ | ✓ | ✓ | |
| Licensed Lay Ministers | ✓ | ✓ | ✓ | ✓ | R 1 | |
| Licensed Lay Readers | ✓ | ✓ | ✓ | ✓ | R 1 | |
| Clergy with PTO | ✓ | ✓ | ✓2 | ✓ | | |
| Readers with PTO | ✓ | ✓ | ✓3 | ✓ | | |
| Licensed Lay Ministers | ✓ | ✓ | ✓ | ✓ | | |
| Parish Safeguarding Officers | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Church Warden | ✓ | ✓ | ✓4 | ✓ | R 1 | |
| All those working with children, young people or vulnerable adults incl NYC | ✓ | ✓ | ✓ | R | R 1 | |
| PCC Members | ✓ | ✓ | | ✓ | R 1 | |
| All Volunteer helpers for children or adults activities | ✓ | ✓ | | | | |
| Choir / Music Leaders | ✓ | ✓ | ✓ | R | R 1 | |
| Bell Ringers | ✓ | | | R | | |
| Bell Tower Captains | ✓ | ✓ | ✓5 | R | R 1 | |
| Organists | ✓ | | | R | | |
| Honorary Bishop | ✓ | ✓ | ✓ | ✓ | | |
| All Church Officers who meet the public in their role e.g sides person / welcomer | ✓ | ✓ | | R | | |
| Church Officers in any role | ✓ | | | R | | |
| Vergers | ✓ | ✓ | | | | |
| DBS officers | ✓ | ✓ | | | ✓ | |

Footnotes for the grip 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 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 DSA and Bishop's Chaplain.
3. The pathway followed will depend on the level of activity and their profile within the church community; it is assumed most will complete the Leadership pathway. A decision to deviate from this will require the agreement of the DSA and the Warden of Readers.
4. The pathway followed will depend on their role in their particular context but, if their parish moves into a vacancy, the wardens should complete this pathway before the Incumbent leaves – please contact the DSA to discuss if unsure.
5. 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), District chair / district safeguarding lead – to complete Leadership.

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