

Parishes of the Meon Bridge Benefice Safeguarding Training Policy 2022

<http://www.bridgechurches.org.uk>

The Parishes of The Meon Bridge Benefice (Corhampton and St Andrew, Meonstoke, St Mary and All Saints, Droxford and St Peter and St Paul, Exton) are committed to the safeguarding, care and nurture of children and vulnerable adults within our church community, and to encouraging an environment where all people and especially those who may be vulnerable are able to worship and pursue their faith journey with encouragement and in safety. We are also committed to the implementation of the Diocese of Portsmouth Safeguarding Policy and Procedures, and the relevant statutory legislation and guidance for the welfare of children, young people and vulnerable adults. (<https://www.portsmouth.anglican.org/safeguarding> and <https://www.churchofengland.org/more/safeguarding>) and remaining up-to-date in the best practice by following the Church of England's Safeguarding Learning and Development Framework 2021 (<https://www.churchofengland.org/safeguarding/safeguarding-learning-and-development>). This framework sets out the expectations and requirements for safeguarding training for all ordained and lay church officers within the diocese, whether they are paid or unpaid.

Policy

- The Benefice is committed to the Diocese's expectation of ensuring that all church officers working with vulnerable groups, including children, are aware of their safeguarding responsibilities and have the core skills and knowledge to protect them from harm.
- This policy sets out our shared expectations and requirements for safeguarding training for all ordained or lay church officers and leaders, whether they are paid or unpaid.
- This policy is based upon the Church of England's Safeguarding Learning and Development Framework 2021. We see this policy as a positive way of protecting all parties in our work.

Principles and procedures

The Portsmouth Diocese Safeguarding Team have produced a training matrix to indicate the training required by the diocese for specific roles (See Appendix A). The purpose of the training on offer is to promote, inform and ensure that anyone appointed/elected by or on behalf of the church to a post or role is aware of the National and Diocesan safeguarding procedures, practice and expectations.

The safeguarding training programme is developed and delivered by the Diocesan Safeguarding Advisers and a team of locally based trainers, as well as online modules developed by the National Safeguarding Team and accessed through the national Safeguarding Training Portal. The Diocesan team also works closely with statutory agencies and other organisations who can contribute to the effective development of training.

It is expected that all church officers complete training in aspects of safeguarding, relevant to and commensurate with their role, and it is expected that all clergy and church officers pay due regard to the minimum requirements for safeguarding training outlined in this policy, unless there are cogent reasons for not doing so.

The Diocese has its own codes of practice and reporting procedures and it is important that church officers understand safeguarding with the unique context of the church, regardless of their occupation. Therefore, no accreditation is given against the core safeguarding training modules for prior learning that has not been provided by the Church of England framework.

Anyone undertaking ministry training through the diocese must have completed the appropriate safeguarding training before the bishop can license them.

All safeguarding training events are evaluated after delivery to ensure the training programme on offer continues to meet the varying levels of expertise and responsibilities of church officers across the Diocese.

Portsmouth Diocese provides a range of on-line and taught safeguarding courses within a modular programme. Each training module aims to equip all church officers, both volunteer and paid, with a better understanding of good safeguarding practice within the church. All new appointees to roles should attend/complete training in line with the modules specified in this document. Thereafter, attendance at refresher training is required every three years to keep knowledge and skills up to date.

Details of safeguarding training events are promoted through the diocesan website and in safeguarding newsletters. Attendance must be booked in advance. The PSO keeps a record of attendance at training and will advise church officers of the need for them to attend relevant training, whether online or face-to-face. The Diocesan safeguarding team also keeps records of attendance, and the take up of safeguarding training is regularly monitored with reminders sent to those who have not attended the relevant training. The reminder process may be escalated if individuals continue not to take up the appropriate training course for their role.

SIGNED AND AGREED:

Incumbent:	_____	<u>The Rev'd A W Forrest</u>	
Churchwarden/s:	_____	Mrs A Peagram	Corhampton and
	_____	Mr Colin Mathiessen	<u>Meonstoke</u>
	_____	Mr R Pepys	Droxford
	_____		Exton
Safeguarding			
Representative/s:	<u>Alien Pepper</u>	Mrs Ali Pepper	
Approved:	15 th May 2022	Review Date:	By 15 th May 2023

Appendix A Diocese of Portsmouth Training Matrix

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Target Audience Training Pathways (Diocese)

✓ = Required

Job Role	E-LEARNING CORE		FACE TO FACE LEADERSHIP	Face to Face	E-LEARNING ADDITIONAL SAFEGUARDING LEARNING	
	Basic Awareness (C0)	Foundation (C1)	Leadership (C2/3)	PSO Induction	Safer Recruitment (S1)	Domestic Abuse (S3)
Senior staff with safeguarding leadership responsibilities	✓	✓	✓	X	✓	✓
Clergy holding a license	✓	✓	✓	X	✓	✓
Prior to BAP or selection panel	✓	✓	X	X		X
Ordinand/LLM in training	✓	✓	✓ (prior to placement)	X	✓ (During IME 1)	✓ (During IME 1)
Clergy with PTO	✓	✓	✓	X	X	✓
Authorised Lay Minister; Reader	✓	✓	✓	X	X	✓
Spiritual Director	✓	✓	X	X	X	✓
Members of DSAP	X	✓	X	X	X	✓
RENEWED EVERY THREE YEARS BY COMPLETING THE HIGHEST PREVIOUS LEVEL OF TRAINING					RENEWED EVERY THREE YEARS	

October 2021

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Target Audience Training Pathways (Parish)

✓ = Required

Job Role	E-LEARNING CORE		FACE TO FACE LEADERSHIP	Face to Face	E-LEARNING ADDITIONAL SAFEGUARDING LEARNING	
	Basic Awareness (C0)	Foundation (C1)	Leadership (C2/3)	PSO Induction	Safer Recruitment (S1)	Domestic Abuse (S3)
PCC members/Lay Chapter Members	✓	✓	X	X	X	✓
Churchwardens	✓	✓	✓	X	X*	✓
Parish Safeguarding Officers	✓	✓	✓	✓	✓	✓
Leaders of activities with children, young people and/or vulnerable adults	✓	✓	✓	X	X*	✓
Leaders of congregations and parish groups (e.g. Lay Worship Leaders)	✓	✓	✓	X	X*	✓
Staff and volunteers with children, young people and/or vulnerable adults	✓	✓	X	X	X	✓
Home/Pastoral Visitors, Lay Pastoral Assistants	✓	✓	X	X	X	✓
RENEWED EVERY THREE YEARS BY COMPLETING THE HIGHEST PREVIOUS LEVEL OF TRAINING					RENEWED EVERY THREE YEARS	

*Line managers and anyone involved in the recruitment of Church Officers (employees, elected members, and volunteers).

October 2021