

## Section 4: Additional Safeguarding Learning Pathways

9 minutes read

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Version: 1

CPD Certified



CPD stands for Continuing Professional Development (CPD) and is the term used to describe the learning activities professionals engage in to develop and enhance their abilities. It enables learning to become conscious and proactive, rather than passive and reactive.

The Permission to Officiate and Link Person Pathways have all been certified by the The CPD Certification Service.

# Role Specific Pathways

Permission to Officiate					
<b>Aim</b>	To explore and reflect on the safeguarding dimensions involved in the ministry of these roles.				
<b>Pre-Requisites</b>	Basic Awareness and Foundation				
<b>Delivery</b>	Local delivery using a virtual platform or in-person learning sessions.				
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>● Connect the Church's mission and theological foundations with what good leadership behaviour looks like in a safeguarding context.</li> <li>● Evaluate aspects of their own practice and identify changes required which they then take forward with confidence.</li> <li>● Analyse what healthy Christian communities look like, how healthy communities keep people safe, and their role as leaders in shaping Christian communities that are healthy and safe.</li> <li>● Integrate their own faith, beliefs, and values with those underpinning good safeguarding behaviours.</li> </ul>				
<b>Required Attendees</b>	<p>Anyone holding PtO or who is a Reader Emeritus whose role does not meet the Leadership Pathway criterion.</p> <p><i>Where individuals hold more than one role, or serve more than one Church body, they should train at the highest required level</i></p>				
<b>Recommended Attendees</b>	Not Applicable				
<b>Fidelity to the Pathway</b>	<table border="1"> <thead> <tr> <th>Online / Virtual Delivery</th> <th>In-person Delivery</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> <li>● One three-hour session split into three 50-minute sections with breaks in between.</li> <li>● Optimum number of participants: 12.</li> <li>● Pre-reading materials sent two weeks prior to the session.</li> <li>● Session split into three sections –</li> </ul> <p>Section One - the three questions are discussed as per the pathway.</p> <p>Section 2 – Biblical reflection is completed.</p> <p>Section Three – case scenarios exercise – choice of how many scenarios to use, and whether to retain those supplied or use another/s.</p> <ul style="list-style-type: none"> <li>● Post course evaluation – four weeks after session is completed as set out in the pathway.</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>● One three-hour session split into three 50-minute sections with breaks in between.</li> <li>● Optimum number of participants: 24</li> <li>● Pre-reading materials sent two weeks prior to the session.</li> <li>● Session split into three sections –</li> </ul> <p>Section 1 - the three questions are discussed as per the pathway.</p> <p>Section 2 – Biblical reflection is completed.</p> <p>Section 3 – case scenarios exercise – choice of how many scenarios to use, and whether to retain those supplied or use another/s.</p> <ul style="list-style-type: none"> <li>● Post course evaluation – four weeks after session is completed as set out in the pathway.</li> </ul> </td> </tr> </tbody> </table>	Online / Virtual Delivery	In-person Delivery	<ul style="list-style-type: none"> <li>● One three-hour session split into three 50-minute sections with breaks in between.</li> <li>● Optimum number of participants: 12.</li> <li>● Pre-reading materials sent two weeks prior to the session.</li> <li>● Session split into three sections –</li> </ul> <p>Section One - the three questions are discussed as per the pathway.</p> <p>Section 2 – Biblical reflection is completed.</p> <p>Section Three – case scenarios exercise – choice of how many scenarios to use, and whether to retain those supplied or use another/s.</p> <ul style="list-style-type: none"> <li>● Post course evaluation – four weeks after session is completed as set out in the pathway.</li> </ul>	<ul style="list-style-type: none"> <li>● One three-hour session split into three 50-minute sections with breaks in between.</li> <li>● Optimum number of participants: 24</li> <li>● Pre-reading materials sent two weeks prior to the session.</li> <li>● Session split into three sections –</li> </ul> <p>Section 1 - the three questions are discussed as per the pathway.</p> <p>Section 2 – Biblical reflection is completed.</p> <p>Section 3 – case scenarios exercise – choice of how many scenarios to use, and whether to retain those supplied or use another/s.</p> <ul style="list-style-type: none"> <li>● Post course evaluation – four weeks after session is completed as set out in the pathway.</li> </ul>
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<b>Evaluation</b>	Level 3 - Immediate feedback captured at the end of the learning pathway, reflective evaluation tasks.				

## Parish Safeguarding Officer Induction

To equip learners with an understanding of the role of the Parish Safeguarding Officer and induct them into key working practices and relationships.

### Basic Awareness and Foundation

Local delivery using a virtual platform or in-person learning sessions.

- Understand the role, responsibilities and working relationships of the PSO, including the Local Authority.
- Identify a variety of approaches to raising awareness and improving safeguarding practice.
- Evaluate safeguarding information reported by members of the church or community and determining an appropriate response.
- Create a development plan for local ministry to support development of safeguarding practice in their context.

- Persons taking on the role of Parish Safeguarding Officer

- Existing Parish Safeguarding Officers

#### Online / Virtual Delivery

This is an induction session. It introduces participants to the role and the safeguarding team, rather than being a learning pathway. Everyone who attends this course must have completed the Basic and Foundation Pathways.

- One three-hour session.
- Pre-reading materials sent two weeks prior to the session.
- Optimum number of participants: 12.
- Post course evaluation – four weeks after the session, completed as set out in the induction materials.

#### In-person Delivery

This is an induction session. It introduces participants to the role and the safeguarding team, rather than a learning pathway. Everyone who attends this course must have completed the Basic and Foundation Pathways.

- One three-hour session.
- Pre-reading materials sent two weeks prior to the session.
- Optimum number of participants: 24.
- Post course evaluation – four weeks after the session, completed as set out in the induction materials.

Level 3 - Immediate feedback captured at the end of the learning pathway, reflective and practical evaluation tasks.

Link Person		
<b>Aim</b>	To equip learners with an understanding of the role of the Link Person and induct them into key working practices and relationships.	
<b>Pre-Requisites</b>	Basic Awareness and Foundation	
<b>Delivery</b>	National delivery via Zoom	
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>● Understand the role, responsibilities, and key working relationships of the Link Person.</li> <li>● Explore the case/allegations management process, including partnership working with the Diocesan Safeguarding Officer.</li> <li>● Identify good practice in working with and effectively supporting respondents throughout the allegation management process.</li> <li>● Reflect on the importance of self-care, supervision and pastoral support whilst performing the role of Link Person.</li> </ul>	
<b>Required Attendees</b>	Anyone undertaking the role of Link Person.	
<b>Recommended Attendees</b>	Not Applicable	
<b>Fidelity to the Pathway</b>	<b>Online / Virtual Delivery</b>	<b>In-person Delivery</b>
	<b>Virtual Delivery:</b> <ul style="list-style-type: none"> <li>● Three x 90-minute sessions delivered via Zoom; each session is one week apart.</li> <li>● Two facilitators – delivered by the NST.</li> <li>● Optimum of 12 participants</li> <li>● Pre-work for Session One completed and submitted before Session One.</li> <li>● Session One – facilitated discussion based upon the pre-work.</li> <li>● Pre -work for Session Two – theological reflection.</li> <li>● Session 2 – interactive session.</li> <li>● Pre-work for Session Three – case study.</li> <li>● Session 3 – interactive session</li> <li>● Post course evaluation – three months after Session Three is completed as set out in the pathway, including 360 feedback and a reflective exercise.</li> </ul>	<ul style="list-style-type: none"> <li>● Not Applicable.</li> </ul>
<b>Evaluation</b>	Level 3 - Immediate feedback captured at the end of the learning pathway, reflective evaluation tasks and 360-degree feedback.	

Support Person		
<b>Aim</b>	To equip learners with an understanding of the role of the Support Person and induct them into key working practices and relationships.	
<b>Pre-Requisites</b>	Basic Awareness and Foundation	
<b>Delivery</b>	National delivery via Zoom	
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>● Understand the role, responsibilities, and key working relationships of the Support Person.</li> <li>● Explore the skills and knowledge needed to undertake effective pastoral care, including a particular focus on trauma informed approaches.</li> <li>● Identify appropriate ways to support survivors, both during and after a disclosure has been made, and throughout the allegation management process.</li> <li>● Reflect on the importance of self-care, supervision and pastoral support whilst performing the role of Support Person.</li> </ul>	
<b>Required Attendees</b>	Persons taking on the role of Support Person	
<b>Recommended Attendees</b>	Not Applicable	
<b>Fidelity to the Pathway</b>	<b>Online / Virtual Delivery</b>	<b>In-person Delivery</b>
	<b>Virtual Delivery:</b> <ul style="list-style-type: none"> <li>● Three 90-minute sessions delivered via Zoom; each session is one week apart.</li> <li>● Two facilitators – delivered by the NST.</li> <li>● Optimum number of participants: 12.</li> <li>● Pre-work for Session One completed and submitted before Session One.</li> <li>● Session One – facilitated discussion based upon the pre-work.</li> <li>● Pre-work for Session Two – theological reflection.</li> <li>● Session Two – interactive session.</li> <li>● Pre-work for Session Three – case study.</li> <li>● Session 3 – interactive session.</li> <li>● Post course evaluation – three months after Session Three is completed as set out in the pathway.</li> <li>●</li> </ul>	<ul style="list-style-type: none"> <li>● Not Applicable</li> </ul>
<b>Evaluation</b>	Level 3 - Immediate feedback captured at the end of the learning pathway, reflective evaluation tasks and 360-degree feedback.	

Diocesan Directors of Ordinands / Assistant Diocesan Directors of Ordinands					
Aim	To equip the learner with an understanding of the significance of their role in ensuring safeguarding is a central feature of formation.				
Pre-Requisites	Basic Awareness, Foundation and Leadership				
Delivery	National delivery via Zoom				
Outcomes	<ul style="list-style-type: none"> <li>● Connect the Church’s mission and theological foundations with the need to be rigorous about examining candidates in respect of safeguarding.</li> <li>● Understanding the theological imperative of safeguarding, and the true nature of forgiveness, reconciliation, and redemption.</li> <li>● Recognise and be prepared to respond to candidates who have their own experiences of abuse. Explore issues of power and authority and how individuals and institutions can be groomed and how confidentiality can be used to create confusion around safeguarding.</li> <li>● Show strengthened values and beliefs in respect of safeguarding by reflecting on their own unconscious biases and how their own personal life journeys and backgrounds can impact on their intellectual, emotional, and practical responses to safeguarding individuals and communities /organisations in the Church.</li> <li>● Translate the above into transparent decision making and record keeping.</li> </ul>				
Required Attendees	Diocesan Directors of Ordinands and Assistant Diocesan Directors of Ordinands.				
Recommended Attendees	<ul style="list-style-type: none"> <li>● Bishops Advisory Panel Advisors</li> </ul> <p><i>Others may be added later – subject to ongoing development discussions with Ministry Division</i></p>				
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Evaluation	Level 3 - Immediate feedback captured at the end of the learning pathway, reflective evaluation tasks and 360-degree feedback.				

# Issue Based Pathways

Domestic Abuse		
<b>Aim</b>	To equip participants to engage thoughtfully and proactively with the issue of domestic abuse and those affected.	
<b>Pre-Requisites</b>	Basic Awareness and Foundation	
<b>Delivery</b>	<b>Online Delivery of Raising Awareness</b> <i>(Replica of online material available for in-person delivery in exceptional circumstances)</i>	
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>● Identify the typologies of domestic abuse and survivor groups.</li> <li>● Explore myths, barriers, stereotypes and impacts of domestic abuse particularly in a faith context.</li> <li>● Reflect on how your own beliefs and values and the stories and narratives that they bring impact on your responses to survivors and perpetrators.</li> <li>● Evaluate the needs of domestic abuse survivors to support them effectively, including referral pathways and the roles of supporting agencies.</li> <li>● Identify safeguarding actions to protect victims or those at risk whilst also understanding the limitations and boundaries of your role.</li> </ul>	
<b>Required Attendees</b>	<ul style="list-style-type: none"> <li>● Anyone holding the Bishop's licence, commission, authorisation, or permission (clergy, PtO, Readers, LLMs)</li> <li>● Bishops Visitors / Pastoral Visitors</li> <li>● Safeguarding Officers</li> <li>● Ordinands and Lay Ministers in training during IME 1.</li> <li>● PCC Members / Lay Chapter Members.</li> <li>● Staff at Theological Education Institutions with student facing roles.</li> <li>● Members of the Diocesan Safeguarding Advisory Panel.</li> </ul>	
<b>Recommended Attendees</b>	<ul style="list-style-type: none"> <li>● Persons holding any other pastoral role within the Church</li> </ul>	
<b>Fidelity to the Pathway</b>	<b>Online / Virtual Delivery</b>	<b>In-person Delivery</b>
	Raising Awareness - Completed online.	<ul style="list-style-type: none"> <li>● In-person delivery in a single session by exception using the material provided by the NST.</li> <li>● Optimum number of participants: 24.</li> </ul>
<b>Evaluation</b>	Level 2 - Immediate feedback captured at the end of the learning pathway and reflective evaluation tasks.	

# Toolkits

Safer Recruitment and People Management		
<b>Aim</b>	To equip participants with an understanding of safer recruitment, and the skills and practices necessary to promote positive safeguarding behaviour (and detect safeguarding risk) once a person is in role.	
<b>Pre-Requisites</b>	Basic Awareness and Foundation	
<b>Delivery</b>	<b>Online Pathway</b> <i>(Replica of online material available for in-person delivery in exceptional circumstances)</i>	
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>● Reflect theologically on personnel recruitment and safer people management.</li> <li>● Understand the recruitment and people management process, its intersection with relevant legislation, and how each stage contributes to safer people management.</li> <li>● Explore good people management practice to be implemented once a person is in post / role.</li> <li>● Create a contextually relevant personal management plan that reduces risks.</li> </ul>	
<b>Required Attendees</b>	<ul style="list-style-type: none"> <li>● Line managers and anyone involved in the recruitment of Church Officers (employees, elected members, and volunteers).</li> <li>● Those with responsibility for administering DBS.</li> <li>● Safeguarding Officers in all Church bodies.</li> <li>● Ordinands during IME 1.</li> </ul>	
<b>Recommended Attendees</b>	Not Applicable	
<b>Fidelity to the Pathway</b>	<b>Online / Virtual Delivery</b>	<b>In-person Delivery</b>
	Completed online.	<ul style="list-style-type: none"> <li>● In-person delivery in a single session by exception using the material provided by the NST.</li> <li>● Optimum number of participants: 24.</li> </ul>
<b>Evaluation</b>	Level 2 - Immediate feedback captured at the end of the learning pathway and reflective evaluation tasks.	

**Source URL:** <https://www.churchofengland.org/safeguarding/safeguarding-e-manual/safeguarding-learning-and-development-framework/section-4>