

Safeguarding Learning Pathways for Parishes

Safeguarding is the action the Church can take to promote a safer culture.

Church officers are asked to undertake safeguarding learning activities because they have a role in their church community that connects with at least one of the overarching commitments described in 'Promoting a Safer Church', the Church of England's policy for safeguarding [[House of Bishops policy statement 2017](#)]. Whatever a church officers' role, developing an understanding and awareness of safeguarding issues will enable them to be more informed and effective in their context.

This Learning and Development Framework [2024] sets out the details of the Church's safeguarding learning pathways, and expectations of church officers in respect of those pathways. The learning pathways support participants in developing and maintaining the necessary values, beliefs, knowledge and skills to safeguarding and protect children, young people and vulnerable adults as outlined in the above policy statement.

Included in the framework is a 'guiding principle' in that all who 'significantly influence the culture of their church body' should attend the Leadership pathway. Other roles are expected to attend the online Basic Awareness and Foundation pathways. Following a recommendation from the Past Cases Review 2 [PCR2] published in October 2022, all church officers, including PCC members, are recommended to complete Raising Awareness of Domestic Abuse.

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 but if advice is required, please contact Jenny Price in the Safeguarding Team jenny.price@yorkdiocese.org.

Diocese of York

Safeguarding Learning Pathways for Parishes

ROLE	BASIC AWARENESS*	FOUNDATION*	LEADERSHIP	RAISING AWARENESS OF DOMESTIC ABUSE*	PARISH SAFEGUARDING OFFICER INDUCTION*	SAFER RECRUITMENT & PEOPLE MANAGEMENT*
Incumbent and clergy	✓	✓	✓	✓		✓
Licensed Lay Ministers	✓	✓	✓	✓		3
Licensed Lay Workers	✓	✓	✓	✓		
Clergy with PTO	✓	✓	1	✓		
LLM/LLW with PTO	✓	✓	2	✓		
ALM/Commissioned minister	✓	✓	✓	✓		
ALM/Commissioned minister over 70 years	✓	✓	2	✓		
Non-Licensed /PTO Spiritual Directors	✓	✓		✓		
Church Warden	✓	✓	5	✓		3
Parish Safeguarding Officer	✓	✓	✓	✓	✓	✓
Eucharistic Ministers	✓	✓		✓		
PCC Members	✓	✓		✓		3
All those working with children, young people or vulnerable adults including choir/music leaders	✓	✓		4		3
Tower Captains	✓	✓		4		✓
Vergers	✓	✓		4		
Parish DBS officers	✓	✓				✓
Roles which offer a profile within the church and/or ministry alongside children and vulnerable adults, e.g. welcomers, homegroup leaders, organists, adult bell ringers, choir and worship band members	✓			4		

Safeguarding Learning Pathways for Parishes

Ensuring that Safeguarding Training and Safer Recruitment is completed within these guidelines is the responsibility of the PCC.

Footnotes for the grid shown on page 2:

1. The pathway followed will depend on the level of activity and their profile within the church community; it is assumed most will do the separate PTO pathway and not the Leadership pathway. Agreement on this is required with their Designated Responsible Person and, where necessary, the bishop.
2. 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 Incumbent and Warden of Lay Ministry in consultation with the Safeguarding Team.
3. Access to this pathway would be locally determined to match parish requirements e.g. active involvement in the recruitment process, or line management of paid or volunteer workers.
4. All church officers are recommended rather than required to complete the Raising Awareness of Domestic Abuse pathway.
5. The diocese expects that wherever possible Church Wardens will complete the Leadership pathway. However, we are mindful that there are differing responsibilities in this role, even to the extent that in a small number of cases, Church Wardens do not have a strategic opportunity to influence the embedding of safeguarding. In these limited cases, there must be a discussion with both the PCC and the Archdeacon, and an agreement made that at least one Church Warden from each parish should attend the Leadership pathway.

Renewal of any pathways is always at the highest level e.g. where Basic awareness, Foundation and Leadership have been successfully completed, after 3 years renewal will only be at the Leadership level.

Note: Pathways marked * are usually accessed from the Church of England portal, and successful completions are recorded there. Pathways successfully completed in the diocese are recorded locally.