

DIOCESE OF YORK

SAFEGUARDING LEARNING PATHWAYS FOR PARISHES

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 at the foot of this page). 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 Jenny Price in the Safeguarding Team.

Ensuring that Safeguarding Training and Safer Recruitment is completed within these guidelines is the responsibility of the PCC and the decisions taken about which pathway is followed for those roles with footnotes below should be minuted by 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 Readers.
3. 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.
4. 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.
5. Where there is a significant leadership responsibility, membership of a local leadership team, or the supervision of other workers, the leadership pathway must be followed.
6. Access to this pathway is recommended rather than required, except in those cases where the leadership pathway has been followed. In these situations the diocese would strongly encourage access.

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ROLE	BASIC AWARENESS	FOUNDATION	LEADERSHIP	DOMESTIC ABUSE	PARISH SAFEGUARDING OFFICER INDUCTION	SAFER RECRUITMENT & PEOPLE MANAGEMENT
Incumbent and clergy	✓	✓	✓	✓		✓
Licensed Lay Ministers	✓	✓	✓	✓		
Licensed Readers	✓	✓	✓	✓		
Clergy with PTO	✓	✓	1	6		
Readers with PTO	✓	✓	2	6		
ALM	✓	✓	✓	✓		
Church Warden	✓	✓	3	6		4
Parish Safeguarding Officer	✓	✓	✓	✓	✓	✓
PCC Members	✓	✓		✓		4
All those working with children, young people or vulnerable adults including choir/music leaders	✓	✓	5	6		4
Mustard Seed Community Ministers	✓	✓	5	6		4
Tower Captains	✓	✓				✓
Vergers	✓	✓				
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	✓					

July 2021

Minor amendment November 2023.