



# Safeguarding Training Strategy



The Catholic Diocese of  
**Nottingham**

# Introduction

The Diocese of Nottingham requires consistent training in safeguarding for clergy, employees and volunteers. There is an expectation in government guidance that all staff, volunteers and office-holders know what to do should safeguarding situations arise. There may also be issues of insurance and vicarious liability should training opportunities not have been made available to parishes by the diocese, together with robust encouragement to access it. A blended approach for the safeguarding training is required.

A healthy Catholic Church community is one which ensures and nurtures the wellbeing of all. Safeguarding needs therefore to be embedded in all aspects of the life and ministry of the Church, and safeguarding training and development is seen in this context. It is essential that churches understand safeguarding as a theological imperative, rooted in the nature and love of God, and outworking in basic commitments to giving equal worth to all, practising reciprocal pastoral care, and treating those who are most vulnerable with respect and dignity.

## Content

Training will be focused on building healthy communities with a culture of safety, in which the wellbeing of all is ensured and nurtured. Modules reflect the national requirements across all dioceses for ensuring healthy safeguarding practice, responding well to victims and survivors of abuse in the church context. They emphasise the need to work in co-operation with the Diocesan Safeguarding Team and with statutory agencies in all safeguarding matters. Training for all church roles will include safer working practices which emphasise the importance of maintaining proper boundaries and a culture of “respectful uncertainty” where others would be challenged.

Although in the past, “safeguarding” was considered very much in the light of “Child Protection” it is now seen to have a much wider remit, addressing the needs not only of children and young people, but also of adults. In the church context, adult vulnerability may be identified through specific conditions, such as disability or ill health, or because of specific situations, for example because of the power imbalance between a priest and the people for whom he has a duty of care. Within the Church, all are welcomed, including those who pose risk; and in most situations, church officers will be unaware of any risks posed. The Church is therefore uniquely challenged to provide a safe environment for all who attend, especially children and those who are vulnerable.

## Training Arrangements

Safeguarding training must be delivered by experienced and skilled trainers, who understand the statutory requirements of safeguarding children and adults, and how these are carried out in the church context.

The National developed modules from the CSSA will be delivered with a blended approach of combined in person, Virtual webinars and accessed online training through the learning portal. In person training lead by the CSSA can facilitate up to 60 attendees. In person training by the diocese and one trainer will be up to 30. Diocesan training will be centred around the practicalities in safeguarding for the parish, focusing on safeguarding children, adults, risk assessing and creating a safer environment. In addition, specialist safeguarding training will be offered by the Diocese to meet demand in various safeguarding topics. Although final numbers for any training session may be dependent on room size and the availability of other resources. Participants need the opportunity to explore with the trainer and one another the particular and complex challenges which they face in their work with children and adults who may be vulnerable. Participants may also have vulnerabilities due to having experienced abuse in the past, and trainers will need to take this into consideration and make provision for any attendee who may become distressed. The method of delivery takes this into consideration.

Participants in training are also likely to need some opportunity to reflect on the relationship between safeguarding issues and their beliefs as articulated in any theological language if safeguarding learning is to become thoroughly integrated with their behaviour, relationships and culture in the life of the church.

The primary trainer should be experienced in a broad range of safeguarding and a trained facilitator/trainer. In full day sessions, two trainers are generally required to ensure there is a change of voice, pace, and approach, especially as both delivering and receiving safeguarding training can be emotionally draining.

## **Minimal Requirements**

The bishop and trustees of the Diocese of Nottingham have set minimum requirements for safeguarding training for Clergy, employees and volunteers. This requirement covers anyone appointed by or on behalf of the church to a post or role, whether they are clergy or lay, paid or unpaid.

Those requiring core training include:

- All clergy in ministry, (this includes deacons, new priests, priests from a religious order appointed to a parish in the diocese) and Leadership roles in the curia
- Children and youth workers employed or volunteering within the diocese or in parishes
- Parish Safeguarding Representatives
- Anyone else who has significant contact through their role in the Church with children, young people or adults who may be vulnerable to abuse or exploitation or at risk, or who requires a DBS check in order to carry out their role for the diocese or a parish.

A Bishop may not issue celebret card unless the bishop is satisfied that the candidate has undergone training relating to the safeguarding of children and vulnerable adults. In addition, Working Together 2018, the government guidance on how organisations address child protection issues, sets out that "All staff should be given a mandatory induction, which includes familiarisation with child protection responsibilities and procedures to be followed if anyone has any concerns about a child's safety or welfare".

It is a high priority in the Diocese of Nottingham that all volunteers and employees are trained in safeguarding and understand the importance of their safeguarding role in providing a safe environment. Those who fail to attend the mandatory training within 12 months will be unable to continue in their role.

For new clergy, volunteers and employees, safeguarding training will be included in the induction for their role.

## Evaluation and Review

A record of attendance will be kept by the Diocesan Safeguarding Office, and reminders sent to those who have not met minimum requirements.

The strategy is evaluated, reviewed, and adjusted annually in response to new legislation, policies and guidance as advised by the CSSA and/or diocesan developments, and feedback from previous training sessions.

It is with the Diocese of Nottingham agreed approach that “In the diocesan context there is an expectation that the increased training requirements will be matched by an increased diocesan resource, and that safeguarding training for clergy and volunteers should develop to meet the changing culture in the catholic church and integrated into ministerial life. There is an expectation that parishes and diocesan departments will work together to ensure that the appropriate level and type of training is delivered to all of those that need it.

## Current Courses

The annual training programme is set by the Director of Safeguarding, in consultation with the Trustees Safeguarding Subcommittee and the Diocesan Bishop.

Safeguarding training that is delivered will be a blended approach, combining CSSA and Diocesan safeguarding training.

Delivery will be in person or virtually if delivered by either by the CSSA training department, the Director of Safeguarding or a commissioned professional, with support from the safeguarding team, at accessible venues in the diocese.

The following table lists courses available as part of the Diocesan Training Strategy for 2022/2023. A range of training opportunities are provided, reflecting the needs of the target groups.

CSSA offer some modules in person, via live webinars and some online courses through the learning portal.

The diocesan safeguarding team offer courses either in person or live sessions virtually. Diocesan training will be advertised on the diocesan website and booked through the Eventbrite booking system. CSSA training can be accessed through the learning portal for live sessions and online training, whereas in person training can be booked though Eventbrite via the Diocesan website.

Diocesan courses will require a minimum of 12 attendees.

All Clergy, staff and volunteers will be informed of training via email, website, and the safeguarding newsletters.

Module	Learning Aims	Who for	Estimated number requiring training	Maximum number of attendees per course	Number of courses required
<b>1.</b> <b>CSSA Leadership (mandatory)</b>  <b>2hrs</b>	Explores the legislation witing civil and canon law of safeguarding and the catholic church.	All clergy including Deacons and Religious Leadership roles Trustees	Approx 180	60 in person  90 Individual	3 x in person up to 60 attendees  3x webinars = no limit  Online portal access = Individual access
<b>2.</b> <b>CSSA Leadership Listening to victims and survivors perspectives-(mandatory)</b>  <b>2hrs</b>	This course explores the experiences of victims and survivors of abuse through their testimonies. It encourages the learner to understand the many different perspectives associated with the topic by developing your own capacity for empathy and compassion	All clergy including Deacons and Religious Leadership roles Trustees	As above	As above	As above
<b>3.</b> <b>CSSA Leadership Supporting work of safeguarding teams</b>	This course is oriented at providing you with a better understanding and how you	All clergy including Deacons and Religious Leadership roles	As above	As above	As Above

Module	Learning Aims	Who for	Estimated number requiring training	Maximum number of attendees per course	Number of courses required
(mandatory) 2hrs	can contribute to the work of safeguarding teams.	Trustees			
4. CSSA Safeguarding children in church communities (mandatory) 1.5hrs	To build skills and knowledge in safeguarding children in church environments	PSR's, Catechist, eucharistic ministers, all roles that require a DBS	2500 Approx	90 <u>max</u>	Webinar delivery up to 90
5. CSSA Safeguarding adults in church communities (mandatory) 1.5hrs	To understand safeguarding adults of risk and how to support	PSR's, Catechist, eucharistic ministers, all roles that require a DBS	2500 Approx	90 <u>max</u>	Webinars and online portal
6. CSSA Creating safer church environments (mandatory) 1.5hrs	Creating safer church and understanding parish safeguarding requirements	PSR's, Catechist, eucharistic ministers, all roles that require a DBS	2500 Approx	90 <u>max</u>	Webinars and online portal
7. DIOCESE Lead Safeguarding training. (mandatory) Day	Understanding safeguarding responsibility in the wider context and practice in the church.	Clergy, PSR's, Leadership roles.	TBC	30 <u>max</u>	In person  Webinars – considered.

Module	Learning Aims	Who for	Estimated number requiring training	Maximum number of attendees per course	Number of courses required
<b>8.</b> <b>DIOCESE</b> <b>Responding and understanding Domestic abuse</b>  <b>2.5hrs</b>	How to respond to domestic abuse and gain an understanding of the complexities in order to support others.	Clergy, PSR's	TBC	TBA	TBA
<b>9.</b> <b>DIOCESE</b> <b>Understanding sex offenders in church communities (specialist training)</b>  <b>2hrs</b>	Gain knowledge of how sex offenders operate and how this relates to a church community	Clergy, PSR's	350 Approx	40 <u>max</u>	Virtual throughout year to meet demand.
<b>10.</b> <b>DIOCESE</b> <b>Bitesize training : Safer recruitment.</b>  <b>30 mins</b>	Understand safer recruitment requirements and process	Clergy, PSR's and any roles involved in recruitment	Ad hoc	15 <u>max</u>	Virtual ad hoc
<b>11.</b> <b>DIOCESE</b> <b>Bitesize training: Risk assessing activities and events</b>  <b>30 mins</b>	Understanding creating safer environments	Clergy, PSR's and leaders of groups/events.	Ad hoc	15 <u>max</u>	Virtual ad hoc



All CSSA leadership, in person or webinar safeguarding training will require the online follow up assessment to be completed within 2 months of original course date. The training course material are available through the learning portal to assist with continued learning.

Mandatory Safeguarding training is renewed every 2 years.

All other safeguarding training courses will be offered throughout the year and are developed to equip roles within our church community to provide safer church environments and thriving church communities.

Other free external training course will be advertised on the diocesan website.



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