

# Paper T5

## Safeguarding Advisory Group

### Safeguarding Training Framework

#### Basic information

<b>Contact name and email address</b>	Adrian Bulley <a href="mailto:adrian.bulley@urc.org.uk">adrian.bulley@urc.org.uk</a>
<b>Action required</b>	Decision.
<b>Draft resolution(s)</b>	<b>Resolution 48</b>  a) <b>General Assembly adopts the Safeguarding Training Framework for use across the United Reformed Church.</b> b) <b>General Assembly instructs synods to oversee the implementation of the framework.</b>

paper aims to

	Book of Reports 2020 (pages 227-254). Paper R3 at Mission Council, March 2020. Paper R2 at Mission Council, November 2019. Paper R2 at Mission Council, May 2019. Paper R2 at Mission Council, November 2018.
<b>Consultation has taken place with...</b>	Members of SAG Safeguarding Training Review Working Group Synod Safeguarding Officers Synod Moderators Church Safeguarding Coordinators Ecumenical Safeguarding colleagues.

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## Summary of impact

<b>Financial</b>	Synod training with some support from Assembly funding if required.
<b>External</b>	

## Appendix One

### **The content of the training framework**

Whether this is in-person, online or self-taught training, the contents of the training will remain consistent at all levels. This framework is for England and Wales.

#### **Scotland**

The National Synod of Scotland currently has a service agreement with the Church of Scotland to provide safeguarding training due to the differing national legislation, policy and practice. The Church of Scotland will ensure that their framework aligns with the URC framework insofar as possible and that anything directly related to the URC processes and procedures will be added to the training materials so that participants receive all relevant information.

#### **Pre-foundation Safeguarding training**

Pre-foundation training represents the minimum level of safeguarding training that needs to be undertaken. It is suitable for everyone in the life of the local church.

Every pre-foundation module will contain the following material:

- The 4Rs (recognise, respond, record and report) and their importance in Safeguarding
- An introduction to Good Practice 5 (and its successors) including the role of local church Safeguarding Coordinators and Synod Safeguarding Officers and where to find a policy framework and how to implement it
- Understanding how to conduct risk assessments
- The importance of record keeping, monitoring and reporting
- Understanding the principles of safer recruitment
- Dynamics at work in a small church.

Pre-Foundation training is estimated to last 60-90 minutes

#### **Foundation Safeguarding training**

The foundation module will contain the following material, building on pre-foundation training:

- An introduction to the importance of safeguarding and the risks posed by those who seek to groom and exploit the Church
- Legislation, policy and guidance including Good Practice 5 (and its successors) and its appendices
- The types of abuse and an awareness of the signs of abuse and neglect
- A review of the 4Rs and how to effectively use these in a church context
- Real case examples and the opportunity for participants to discuss their thoughts in a collaborative environment
- Good Practice guidance related to maintaining a safe everyday environment
- The role of local church Safeguarding Coordinators and Synod Safeguarding Officers and how they can support local churches to be as safe as possible

## Intermediate Safeguarding training



## Appendix Two

### Levels of mandatory training

**Note: Pre-Foundation training is recommended for everyone in the life of the local church.**

<b>Roles requiring mandatory training:</b>	<b>Foundation Training</b>	<b>Intermediate Training</b>	<b>Advanced Training</b>
Synod Safeguarding Officers / Advisors			
Managers of Synod Safeguarding Officers / Advisors			
Church Safeguarding Coordinators			
Deputy Church Safeguarding Coordinator			
Members of the Safeguarding Advisory Group (or its successor), Synod Safeguarding Committees and Reference Groups			
Active Ministers and CRCWs (including retired ministers who meet the requirements of active ministry)			
Synod Moderators			
Youth and Children Workers including volunteer leaders			
Youth and Children's Workers (volunteer helpers) **			
Adult Workers including volunteer leaders			
Adult Workers (volunteer helpers) **			
Managers of Children, Youth and Adults Workers			
Pastoral Workers / Visitors			

Synod Clerks

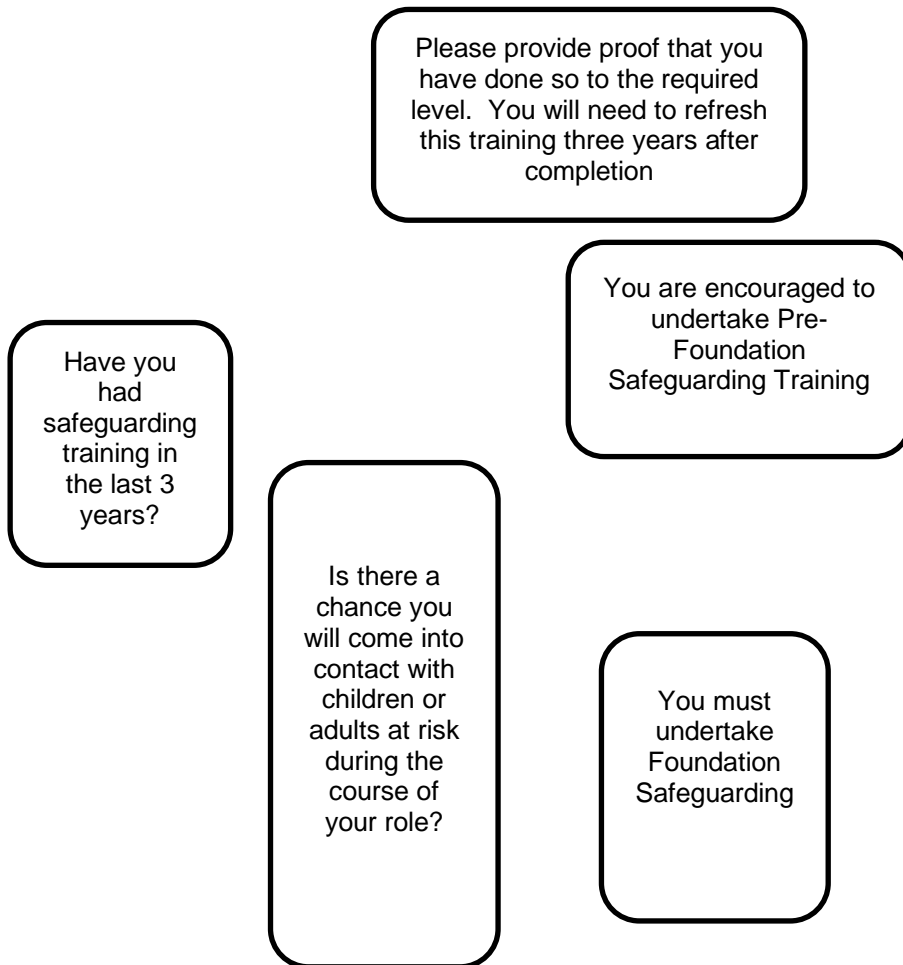
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Section O Investigation, Commission and Appeal Panel Members		
Worship Leaders and Assembly Accredited Lay Preachers		
URC Trustees and Synod Trustees		
Elders as local church trustees		

\*\* those helping at a holiday club, assisting occasionally with Sunday school, running a craft activity at Messy Church, running the tuck shop at a youth group, helpers at a craft club / lunch / trip, etc, where it is clear these people are in 'helper' roles are always working in the presence of, and under the supervision of, a 'leader'.

## Appendix Three

### Flowchart of Safeguarding training





## Appendix Four

### **Implementation plan**

As from General Assembly 2021: