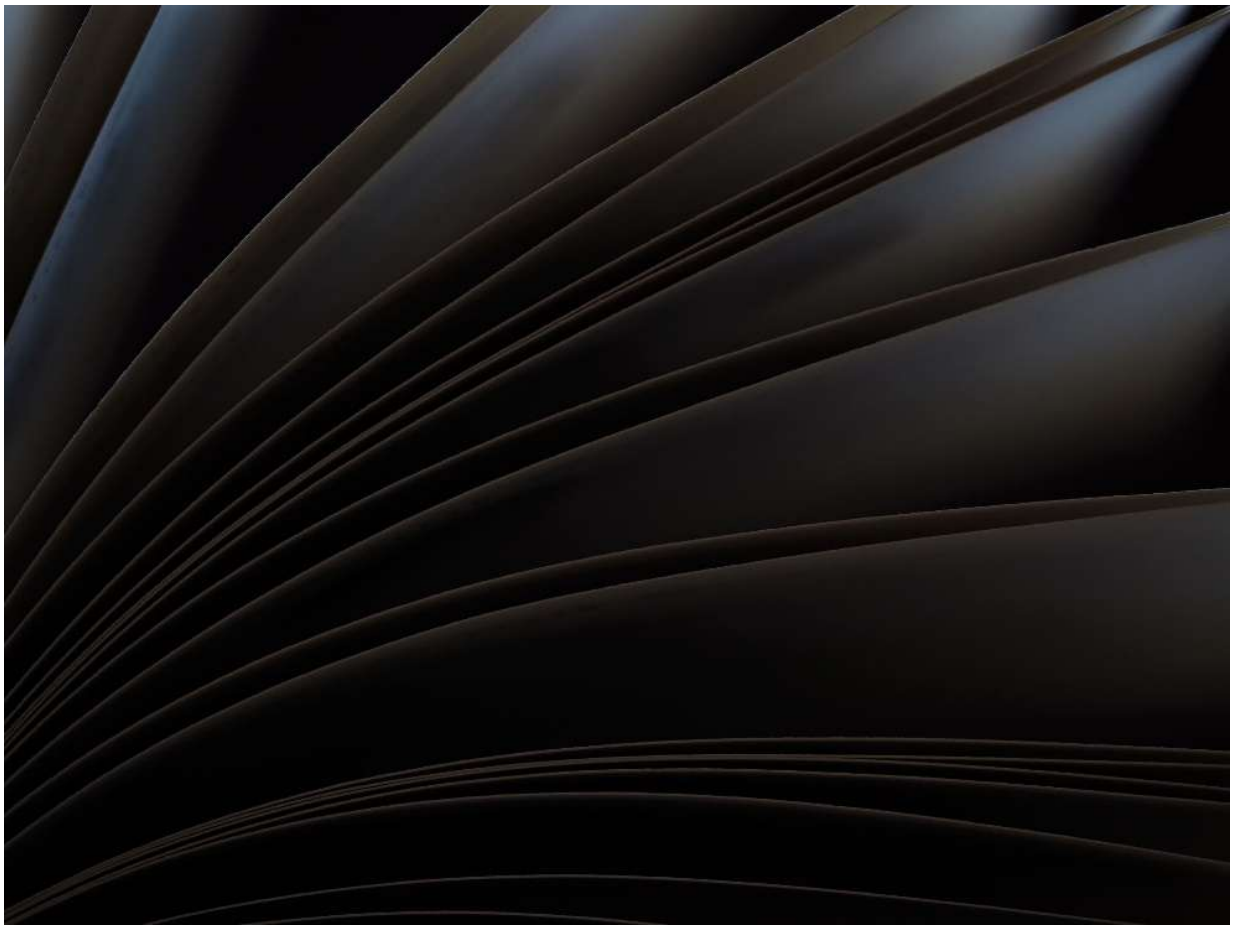
THE CHURCH OF ENGLAND

The National Safeguarding Team
Promoting a Safer Church



Permission to Officiate (PtO) Pathway
Participant Workbook

Name:

Role:

Deanery/Church/Cathedral Name:

CPD CERTIFIED
The CPD Certification Service

1. Introduction

- The national Safeguarding Learning and Development Framework sets out the vision for making sure that all church officers develop an appropriate level of skills and knowledge in safeguarding. A 'church officer' is anyone appointed or elected to a post or role by or on behalf of the Church, whether they are ordained or a layperson, paid or unpaid.
- This Learning Pathway builds on the Basic Awareness and Foundation modules, available online at the Church of England's learning portal.
- This pathway provides a chance to reflect on safeguarding in a church setting. Rather than focusing on simply providing information or 'step-by-step' guides, this pathway encourages reflection on the foundations and priorities of good safeguarding and how to contribute to its development.

This learning pathway has been built around the National Safeguarding Standards.

(National Safeguarding Standards | The Church of England)



2. Learning Outcomes of this pathway

This pathway is intended to be transformational. The aim is that once you have completed it, you will be in some way different from the person you were at the start. We want you to reflect deeply on your own values and beliefs and combine these with the values and beliefs that are at the heart of good safeguarding behaviour. The idea is that good safeguarding behaviour can then flow from an inner motivation, rather than it being experienced as an external process that you must (rather than want to) follow.

By the end of this pathway participants will:

- understand how healthy culture, and safe and effective leadership, shapes Christian communities that are healthy, safe and able to deliver high-quality safeguarding practices.
- evaluate their own practice and identify changes required that will improve their safeguarding practice and responses
- understand what a healthy Christian community looks like, how healthy communities keep people safe, and their role in shaping Christian communities that are healthy and safe.
- recognise how their own faith, beliefs, and values support good safeguarding behaviours.

3. Structure of this pathway

- There are three sections to this pathway.

The focus of the pathway is on exploring of what effective safeguarding behaviour looks like and connecting this to an understanding of how the culture of a Christian community protects people.

Preparation for the session

You are asked to complete three tasks before the session:

1. **Reflect** on the questions on the next pages, which are designed to focus our minds on healthy church cultures.
   - To get the most from this pathway, it is important that you engage in some **personal reflection** in advance. The purpose of these questions is not for you to produce the 'right' answer, but to reflect on your own views, experiences, and values so that you come to the session prepared to engage in the conversations.
   - Please write your answers in a way that most helps you to learn; your notes are to assist you in the conversations during the session.
   - Your personal reflections could also be informed by some reading of the recommended key texts listed on pages 14 and 15. It is not essential to read the recommended texts as not everyone will have the time to do this.
2. **Identify** what has influenced your values and beliefs regarding safeguarding.

   Please identify one thing that reflects what has influenced your individual connection with safeguarding and what your values and beliefs regarding safeguarding are based on. For example, this might be linked to song lyrics, nature or literature, or may depend on your own theology, religious scripture or teachings.

   Please come prepared to this session. You should be able to share what has influenced you and explore how this has shaped your responses, values and beliefs regarding safeguarding.

   Examples

   Thomas Jefferson / Mahatma **Gandhi** "The true **measure of any society** can be found in how it treats its most vulnerable members."

   "Speak up for those who cannot speak for themselves, for the rights of all who are destitute. Speak up and judge fairly; defend the rights of the poor and needy." (Proverbs 31:8).

   Proverb: "It takes a village to raise a child."

And you shall love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.' The second is this: 'You shall love your neighbour as yourself.' There is no other commandment greater than these." Mark 12:30-31 (English Standard Version)

Question 1

If a church culture was safe and healthy, what would you expect to see, hear, feel and experience as a member?

When answering this question you could think about how the members of a safe and healthy church culture might:

- *Build effective structures*
- *Listen well*
- *Establish good governance*
- *Communicate well*
- *Model safe behaviours*
- *Manage power*

Please write your answer below

Question 2

How do you see your role and responsibilities in relation to safeguarding and creating a healthy culture?

Please write your answer here

Question 3

How do you think a healthy culture can help to reduce risk of harm and prevent safeguarding incidents?

Please write your answer here

Part 2 – Safeguarding Reflection

What has influenced your values and beliefs regarding safeguarding?

You can make some notes here:

Part 3 – Safeguarding Case Study.

The rest of the session focuses on the case study which will be presented by the facilitators for discussion.

As a final exercise at the end of the session, please note :

- three things you will take away from today.
- any ways in which the pathway has enriched your theological awareness of God, the world, and church
- any difference this learning experience will make in your role in public ministry.

Bringing together and evaluating the learning

Traditionally, evaluation in safeguarding training – across all sectors, not just the Church – tends to focus on people reporting on their own experience of a training session they have attended. The problem with this is that it doesn't really tell us whether training is having any effect. Do people just attend a training event, tick a box on the evaluation sheet and then carry on as before?

The evaluation that really matters is whether the learning experience has affected someone's beliefs, values and understanding so deeply that there is a change in their behaviour. They now do things because they really want to, not because they have to. This is called 'second order' change and means that people do things because there is an inner motivation.

If this learning experience has been effective, you will, in some respects, be a different person from the one who started the experience. The purpose of evaluation is to try to find out if the training has changed you.

At the beginning of the workbook, we set out the learning outcomes the programme is designed to deliver, and we have repeated them below.

By the end of this pathway, you will:

- understand how healthy culture, and safe and effective leadership, shapes Christian communities that are healthy, safe and able to deliver high-quality safeguarding practices.
- evaluate their own practice and identify changes required that will improve their safeguarding practice and responses
- understand what a healthy Christian community looks like, how healthy communities keep people safe, and their role in shaping Christian communities that are healthy and safe.
- recognise how their own faith, beliefs, and values support good safeguarding behaviours.

The evaluation task

Six weeks after the session, participants must complete the self-reflection (on the next page) to show how they have applied the learning from this pathway. Participants must send their self-reflections to you for review before you can issue their certificates.

PtO Safeguarding Pathway - Self-reflection

Your name: Location:

Role: Date:

As a Church, we consider it important that our leaders maintain the necessary knowledge, attitudes, and skills to safeguard and protect children, young people, and vulnerable adults. Also, to understand safeguarding as a theological imperative, rooted in the nature and love of God and demonstrated in behaviours, attitudes and language that give equal value to all.

It is important that our leaders maintain the knowledge, attitudes and skills needed to safeguard and protect children, young people and vulnerable adults. They must also understand safeguarding as a theological essential, rooted in the nature and love of God and demonstrated in behaviours, attitudes and language that give equal value to everyone.

The overall aim is to bring about a shift in our relationship with safeguarding, so that guarding the safety of others flows from the very core of all our behaviour. Safeguarding is more than about ticking a box – it must be at the heart of everything we do.

Self-reflection

Having now completed the PtO safeguarding pathway, please reflect on what you have learnt from the sessions and how you have included this in your practice.

1. What difference have you noticed in your approach to safeguarding? (For example, think about knowledge, attitude, language, importance and inclusion within your work.)

2. What opportunity do you have, or could you use, to create a healthy church community?

3. What would it look like for you to demonstrate behaviour that gives equal value to everyone?

Further information/resources and websites.

Liverpool Diocese Safeguarding Team

Team Email - safeguarding.team@liverpool.anglican.org

Suzanne Atherton – Head of Safeguarding (DSO) –

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Stuart Barton Ainsworth – Deputy Diocesan Safeguarding Adviser

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Karen Williams – Assistant Diocesan Safeguarding Adviser

email: karen.williams@liverpool.anglican.org

telephone 07946189061

Sarah McKeown - Safeguarding Training Officer – Normal hours of work Monday-Wednesday

email: safeguarding.training@liverpool.anglican.org

Deborah Doran - Safeguarding Support – contact for issues relating to Safer Recruiter, DBS, Parish Safeguarding Officer Support and Lead and Additional Recruiter information. Hours of work, Monday and Tuesday 8:30 – 5:30 pm.

email – deborah.doran@liverpool.anglican.org

telephone 01517052124,

Key relevant texts

Oakley & Humphries (2019) **Escaping the Maze of Spiritual Abuse. Creating Healthy Christian Cultures**. SPCK Publishing. https://spckpublishing.co.uk/escaping-the-maze-of-spiritual-abuse

Fife, Janet and Gilo (2019), **Letters to a Broken Church.** Ekklesia.

Harper and Wilson (2019) **To Heal and Not to Hurt: A fresh approach to safeguarding in Church**, Darton, Longman and Todd

Merchant (2020), **Broken by Fear, Anchored in Hope: Faithfulness in an age of anxiety.** SPCK Publishing. https://spckpublishing.co.uk/broken-by-fear-anchored-in-hope

Chevous, Jane (2004) **From Silence to Sanctuary**: A guide to understanding, preventing, and responding to abuse, SPCK Publishing. https://spckpublishing.co.uk/from-silence-to-sanctuary-pb

Southgate et al (2020) Tragedies and Christian Congregations: The Practical Theology of Trauma, Routledge. Tragedies and Christian Congregations: The Practical Theology of Trauma (routledge.com)

The Independent Inquiry into Child Sexual Abuse, Report on The Anglican Church

The Anglican Church: Safeguarding in the Church of England and the Church in Wales (iicsa.org.uk)

The SCIE overview report

SCIE Final overview report of the independent diocesan safeguarding audits and additional work on improving responses to survivors of abuse.pdf (churchofengland.org)

The Church of England's safeguarding policies and where to find them.

https://www.churchofengland.org/safeguarding/promoting-safer-church/policy-practice-guidance

Code of Safer Working Practice 02.07.2021.pdf (churchofengland.org)

Guidelines for the Professional Conduct of Clergy - The Guidelines | The Church of England

Websites

www.nspcc.org.uk (national Society for the prevention of cruelty to children)

www.womensaid.org.uk (Female domestic abuse charity)

www.restoredrelationships.org (Christian domestic abuse charity)

www.mankind.org.uk (Male domestic abuse charity)

www.stopitnow.org.uk (child safeguarding organization)

www.scie.org.uk (Social Care Institute for Excellence)

www.ceop.police.uk (child exploitation and online protection command)

www.elderabuse.org.uk (adult safeguarding charity)

www.ageuk.org.uk (adult safeguarding charity)

www.barnardos.org.uk (child protection charity)

www.theclewerinitiative.org (modern slavery charity)

www.modernslavery.co.uk (modern slavery charity)

www.macsas.org.uk (survivor advocacy charity)

Helplines for further support

- Safe Spaces –

  Safe Spaces is for anyone who feels they have experienced church-related abuse of any form in England or Wales. Safe Spaces comprises a team of trained support advocates who have undergone specialist training in supporting survivors of sexual violence and who have received additional specific training in how the churches respond to abuse cases, the way in which faith and church-related settings have been used to carry out abuse, and the issues affecting people who have had or still have, a relationship with the church. You can contact the Safe Spaces team by: -

  Tel: 0300 303 1056

  (Answerphone available outside of opening times)

  - **Email:** safespaces@firstlight.org.uk
  - A live chat service is also available through the Safe Spaces website - Safe Spaces England and Wales – Safe Spaces England and Wales
  - The Safe Spaces team are available through their helpline and live chat service on:
  - **Opening Times:** Monday - Friday: **9am-9pm** Saturday: **9am-1pm** Sunday: **1pm-5pm**

- **NSPCC** - For adults concerned about a child **0808 800 5000**
- **ChildLine** - For children and young people on **0800 1111**
- Action on **Elder Abuse** helpline **0808 808 8141**
- 24-hour National **Domestic Violence** Helpline **0808 2000 247**
- **NAPAC** – Offer support and advice to adult survivors of childhood abuse **0808 801 0331**
- **Stop It Now** – preventing child sexual abuse **0808 1000 900**
- **Cruse** – bereavement helpline **0808 808 1677**