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Safeguarding Leadership Training

Participant workbook – updated Sept ‘22

Name:

Role:

Church/Cathedral/Other:

Date:

*Please save a copy of the workbook for your own personal use as you go through this Safeguarding Training. Copies sent to the Diocese will be read in preparation for Session 1 and then deleted.*

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*Please note this training is CPD certified*

# Introduction

Welcome to the workbook which accompanies the Safeguarding Leadership Pathway for those in leadership in church settings. It builds on the Basic Awareness and Foundation modules, available online at the [Church of England’s learning portal](https://safeguardingtraining.cofeportal.org/). If you have not yet completed those two courses, please do so now as they provide the foundation for the learning you will undertake here.

This Learning Pathway provides a chance to reflect on your own understanding of safeguarding in a church setting. Rather than focusing on simply providing you with information or ‘step-by-step’ guides, this module encourages you to reflect on the foundations and priorities of good safeguarding in your leadership role and how you can contribute to developing a healthy culture in your church setting.

# Learning outcomes of the training

This training is intended to be transformational. The aim is that participants reflect deeply on their own values and beliefs and integrate these with the values and beliefs underpinning good safeguarding behaviour. The idea is that good safeguarding behaviour can then flow from an inner motivation,

By the end of this training, you will:

* Connect the Church’s mission and theological foundations with what good leadership behaviour looks like in a safeguarding context.
* Evaluate aspects of your own leadership practice and identify changes required which you then take forward with confidence.
* Analyse what healthy Christian communities look like, how healthy communities keep people safe, and your role as leaders in shaping Christian communities that are healthy and safe.
* Reflect on the impact that abuse and trauma have on individuals’ lives, relationships, and interaction in a community setting.
* Integrate your faith, beliefs, and values with those underpinning good safeguarding behaviours.

# Structure of the training

There are several components to this training. In part this is because the use of technology means that it is not possible to have over-long training sessions. It is also the recognition that participants are on a learning journey in respect of safeguarding which we would want them to continue after their involvement in this specific training.

You are attending this training because you are a leader, your role has responsibility for shaping the culture within your church context. Therefore, we need to explore ideas such as the values and beliefs and how will these be demonstrated in practice.

These issues will be explored in the **first session** through facilitated dialogue around four questions. You will be asked before the session to consider the same questions through personal reflection and recording of that reflection in your workbooks.

The focus of the **second session** is exploring how to respond effectively to safeguarding concerns. But the aim is to get beyond consideration of process. Rather, it aims to help participants reflect on how the theology and beliefs of your faith harmonise with the beliefs and values underpinning good safeguarding practice.

# Session 1 - Preparation

* You will find that you get most out of Session 1 if you take time for some personal reflection first. Session 1 will be based around the four questions below (pages 5-8).
* Please take time to answer these questions as carefully and honestly as possible. 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 bring these to the discussion in Session 1.

[Text

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* This personal reflection can also be informed by your reading of the ***recommended*** key texts listed on page 14/15. This is not a requirement as not everyone will have the time to do this reading, however as a minimum please read the[Promoting a Safer Church - House of Bishops Policy statement 2017](https://www.churchofengland.org/sites/default/files/2019-05/PromotingSaferChurchWeb.pdf) before attending Session 1**.**
* There is no absolute right or wrong answers, and no ‘minimum word count’ – participants should write their answers in a way that most helps them to learn. Some people find 250 – 300 words a useful guide, however it can be presented anyway that works for you, for example an audio recording may be your preference. In addition, it does not need to be presented in the workbook, a direct email to the trainer is acceptable. Please contact the Safeguarding Team if you are concerned in any way. What is unacceptable (and may be returned to participants) is for people just to write a sentence or two with no real thought or to arrive at Session 1 without having made a submission.
* Please submit your answers via email to the trainer (**fran.pyatt@cofeguildford.org.uk**) no later than 4 working days before Session 1, so that the trainer can prepare the facilitated discussion that forms the basis of the session.
* Please note that we are asking you to submit your responses to these four questions so that the trainers can prepare to facilitate the discussion between you and your fellow course participants in Session 1. Your responses will not be stored beyond the end of the training (i.e., they will be permanently deleted). For clergy, there will not be any note made in your ‘blue’ file about your responses. The reflective exercise in Question 1 and the written responses for Questions 2-4 are there to facilitate reflection, individually and then as a group. Please do not feel under pressure to give the ‘right’ answer, but please *do* take this opportunity to reflect deeply and to answer as honestly as possible!

Question 1

What do you think of when you hear the word safeguarding?

*The purpose of this question is to help participants to develop a holistic understanding of what we mean by “safeguarding”.*

Instead of written answer we invite you to bring an object or picture/piece of music which reflects the word safeguarding for you. If possible, please send your picture/ music choice to Fran Pyatt along with your written answers to questions 2-4 below so we can prepare it ready for the session.

Question 2

Think about your own church / cathedral situation.

What evidence would your church / cathedral point to, to demonstrate that it understands what “good safeguarding culture and arrangements” look like?

*The purpose of this question is to explore what the characteristics of a “safe” church / cathedral are. This is more than how well people respond to allegations. It is about prevention, the church needing to become a safe place for those at risk of harm and ensuring it is not a place where potential abusers feel they can hide and prey on the vulnerable.*

You may find it helpful to use the follow subheadings to guide your thinking:

PCC / ECC

Safeguarding Team

Safer Recruitment

Policies and Procedures

Culture and Leadership

Question 3

What are the attributes (e.g., values, beliefs, behaviours) of a “good” and effective safeguarding leader, and why do you think this?

*The purpose of this question is to explore what values, beliefs and behaviours participants should be demonstrating as effective leaders in respect of safeguarding.*

Please write your answer below:

Question 4

What is your understanding of the impact of abuse in a church context on victims and survivors? How does this understanding shape your leadership values, beliefs, and behaviour in respect of safeguarding?

*The purpose of this question is to make sure participants fully understand (emotionally and intellectually) the impact of church-based abuse and can use this to shape their own leadership behaviours.*

Please write your answer below:

# Session 2 – Preparation

Participants are asked to do three tasks in advance of Session 2. You do not need to submit this work but please complete it to participate during the session:

1. Please Read Psalm 40 or Psalm 91 (they are provided on pages 9 & 10 below with room for you to make notes) consider how reading this informs your safeguarding leadership beliefs, values and behaviours. What do these scriptures mean for those with a lived experience of abuse?

Text

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1. Please read *We asked for Bread but we gave you Stones* – a short testimony of survivors of church based abuse. <https://www.thinkinganglicans.org.uk/wp-content/uploads/2019/02/Stones-not-Bread-Revisited.pdf>
2. Please read the case study (which will be sent via email following Session 1) before you attend the session and write down your answers. The second half of Session 2 will focus on the case study exclusively.

# The Psalms

Psalm 40

**1**I waited patiently for the Lord;  
    he inclined to me and heard my cry.  
**2**He drew me up from the desolate pit,[[a](https://www.biblegateway.com/passage/?search=Psalm+40&version=NRSV#fen-NRSV-14528a)]  
    out of the miry bog,  
and set my feet upon a rock,  
    making my steps secure.  
**3**He put a new song in my mouth,  
    a song of praise to our God.  
Many will see and fear,  
    and put their trust in the Lord.

**4**Happy are those who make  
    the Lord their trust,  
who do not turn to the proud,  
    to those who go astray after false gods.  
**5**You have multiplied, O Lord my God,  
    your wondrous deeds and your thoughts toward us;  
    none can compare with you.  
Were I to proclaim and tell of them,  
    they would be more than can be counted.

**6**Sacrifice and offering you do not desire,  
    but you have given me an open ear.[[b](https://www.biblegateway.com/passage/?search=Psalm+40&version=NRSV#fen-NRSV-14532b)]  
Burnt offering and sin offering  
    you have not required.  
**7**Then I said, “Here I am;  
    in the scroll of the book it is written of me.[[c](https://www.biblegateway.com/passage/?search=Psalm+40&version=NRSV#fen-NRSV-14533c)]  
**8**I delight to do your will, O my God;  
    your law is within my heart.”

**9**I have told the glad news of deliverance  
    in the great congregation;  
see, I have not restrained my lips,  
    as you know, O Lord.  
**10**I have not hidden your saving help within my heart,  
    I have spoken of your faithfulness and your salvation;  
I have not concealed your steadfast love and your faithfulness  
    from the great congregation.

**11**Do not, O Lord, withhold  
    your mercy from me;  
let your steadfast love and your faithfulness  
    keep me safe forever.  
**12**For evils have encompassed me  
    without number;  
my iniquities have overtaken me,  
    until I cannot see;  
they are more than the hairs of my head,  
    and my heart fails me.

**13**Be pleased, O Lord, to deliver me;  
    O Lord, make haste to help me.  
**14**Let all those be put to shame and confusion  
    who seek to snatch away my life;  
let those be turned back and brought to dishonour  
    who desire my hurt.

**15**Let those be appalled because of their shame  
    who say to me, “Aha, Aha!”

**16**But may all who seek you  
    rejoice and be glad in you;  
may those who love your salvation  
    say continually, “Great is the Lord!”  
**17**As for me, I am poor and needy,  
    but the Lord takes thought for me.  
You are my help and my deliverer;  
    do not delay, O my God.

Psalm 91

**1**You who live in the shelter of the Most High,  
    who abide in the shadow of the Almighty,[[a](https://www.biblegateway.com/passage/?search=Psalm%2091&version=NRSV#fen-NRSV-15397a)]  
**2**will say to the Lord, “My refuge and my fortress;  
    my God, in whom I trust.”  
**3**For he will deliver you from the snare of the fowler  
    and from the deadly pestilence;  
**4**he will cover you with his pinions,  
    and under his wings you will find refuge;  
    his faithfulness is a shield and buckler.  
**5**You will not fear the terror of the night,  
    or the arrow that flies by day,  
**6**or the pestilence that stalks in darkness,  
    or the destruction that wastes at noonday.

**7**A thousand may fall at your side,  
    ten thousand at your right hand,  
    but it will not come near you.  
**8**You will only look with your eyes  
    and see the punishment of the wicked.

**9**Because you have made the Lord your refuge,[[b](https://www.biblegateway.com/passage/?search=Psalm%2091&version=NRSV#fen-NRSV-15405b)]  
    the Most High your dwelling place,  
**10**no evil shall befall you,  
    no scourge come near your tent.

**11**For he will command his angels concerning you  
    to guard you in all your ways.  
**12**On their hands they will bear you up,  
    so that you will not dash your foot against a stone.  
**13**You will tread on the lion and the adder,  
    the young lion and the serpent you will trample under foot.

**14**Those who love me, I will deliver;  
    I will protect those who know my name.  
**15**When they call to me, I will answer them;  
    I will be with them in trouble,  
    I will rescue them and honour them.  
**16**With long life I will satisfy them,  
    and show them my salvation.

# Consolidation and Evaluation

The history and experience of evaluation in “safeguarding training” – across all sectors, not just the Church - is that it tends to focus on the immediate self-reported capturing of people’s experience of the session itself. The limitation of this is that we just do not know if such training is having any impact – do people just “attend” the training event, tick that box, and carry on as before?

The evaluation that really matters is whether the “learning experience” has affected someone’s beliefs, values and understanding at a deep level so that there is a change in the person’s behaviours. They now do things not because they must do something, but because they really want to exhibit those behaviours. This is called “second order” change – when people do things because there is an inner motivation.

So, if this “learning experience” has been effective, a participant will, in some respects, be a different person from the one that started the experience.

The purpose of evaluation, then, is to try to find out if any difference has indeed been achieved.

At the beginning of the workbook, we set out the learning outcomes the programme is designed to deliver, and they are repeated here. By the end of this training participants will:

* Connect the Church’s mission and theological foundations with what good leadership behaviour looks like in a safeguarding context.
* Evaluate aspects of their own leadership practice and identify changes required which they then take forward with confidence.
* Analyse what healthy Christian communities look like, how healthy communities keep people safe, and their role as leaders in shaping Christian communities that are healthy and safe.
* Reflect on the impact that abuse and trauma have on individuals’ lives, relationships, and interaction in a community setting.
* Integrate their own faith, beliefs, and values with those underpinning good safeguarding behaviours.

Here, in the Diocese of Guildford, we offer three distinct consolation and evaluation activities for participants to complete:  
Step 1: Complete an online form with responses and commitments

Step 2: Carry out further learning using materials from a range of options

Step 3: Commit to a further conversation about your safeguarding leadership practice within your supervisory structure

Further details are outlined on pages 13-14 below.

# Evaluation Tasks

After you have completed session 2 The Safeguarding Team will send you a Microsoft Form which you open in your internet browser You must complete all sections and submit the form. The Safeguarding Team will then send you your completion certificate.

Please note, you may like to copy your answers from the form into these spaces below, in order to keep a full record of your learning in this workbook. (*please note the Microsoft Form cannot be printed*)

Task 1

Write the 3 key lessons you have learned from the training.

Write the 3 changes you will make in your church/cathedral/other setting as a result of this training.

Task 2

Commit to further learning, you have three options. Choose as many as you wish.

**Option 1:** Watch the BBC documentary: Exposed: The Church’s Darkest Secret on the Church Of England’s [e-learning](https://safeguardingtraining.cofeportal.org/) portal.  To access it you need to log onto the e-learning portal and go to the tab at the top marked "additional resources/BBC2 Documentary” and use the enrolement key **Leadership+**

This documentary tells the story of the individuals who brought Bishop Peter Ball to justice; and the cover-up that went to the highest levels of the Church of England. The two-part documentary is emotionally moving and therefore must come with a health-warning as we are aware that for some it will be very difficult to watch and indeed for those who are themselves survivors may be too difficult. It may be that you would be more comfortable watching with someone else alongside you for support or that additional support may be needed before, during or after watching the documentary.

For those for whom watching the documentary would be too difficult, please complete options 2 and or 3 instead.

We would like to assure you that there is support available for you from your Diocesan Safeguarding Team or Safe Spaces (see page15).

**Option 2:** Read an article and consider the questions posed by Dr Steven Cherry in the transcript of a talk called “The Difficulties of Forgiveness” which he gave at a Diocesan Safeguarding Conference in 2019. A copy of this will be sent out via email following Session 2.

**Option 3:** Choose further reading from the Further Information / Resources /Websites section below.

Task 3

Within 6 – 8 weeks of completing Session 2, we encourage you to seek out a conversation to discuss your learning from this training and your commitment to action. You are requested to confirm this commitment at the time of completing the Microsoft Form:

* I will meet with someone within my supervisory structure
* I am an Associate Minister/Curate/LLM and will meet with my Incumbent/Clergy PtO/"Vicar on the ground"
* I am the Incumbent/"Vicar on the ground" and will meet with my Area Dean
* I am an Area Dean and will meet with my Archdeacon
* I am a Cathedral Clergy and will meet with the Dean

There is also an option in the form to state “I am unsure about this and would like to speak to someone in the Safeguarding Team” If you tick this option, you will be contacted by the team.

Once the form has been submitted you will have finished the training and your certificate will be issued.

# Further Resources

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

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

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](https://www.dartonlongmantodd.co.uk/titles/2243-9780232533941-to-heal-and-not-to-hurt)

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)](https://www.routledge.com/Tragedies-and-Christian-Congregations-The-Practical-Theology-of-Trauma/Southgate-Grosch-Miller-Ison-Warner/p/book/9781032088624)

Cherry, Steven (2012) Healing Agony: Exploring the theology of forgiveness Bloomsbury: <https://www.bloomsbury.com/uk/healing-agony-9781441156150/>

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)](https://www.iicsa.org.uk/key-documents/22519/view/anglican-church-investigation-report-6-october-2020.pdf)

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)](https://www.churchofengland.org/sites/default/files/2019-04/SCIE%20Final%20overview%20report%20of%20the%20independent%20diocesan%20safeguarding%20audits%20and%20additional%20work%20on%20improving%20responses%20to%20survivors%20of%20abuse.pdf)

# Websites

[**www.nspcc.org.uk**](http://www.nspcc.org.uk)(national Society for the prevention of cruelty to children)

[**www.womensaid.org.uk**](http://www.womensaid.org.uk/)(Female domestic abuse charity)

[**www.restoredrelationships.org**](http://www.restoredrelationships.org/)(Christian domestic abuse charity)

[**www.mankind.org.uk**](http://www.mankind.org.uk/)(Male domestic abuse charity)

[**www.stopitnow.org.uk**](http://www.stopitnow.org.uk/)(child safeguarding organization)

[**www.scie.org.uk**](http://www.scie.org.uk/)(Social Care Institute for Excellence)

[**www.ceop.police.uk**](http://www.ceop.police.uk/)(child exploitation and online protection command)

[**www.elderabuse.org.uk**](http://www.elderabuse.org.uk)(adult safeguarding charity)

[**www.ageuk.org.uk**](http://www.ageuk.org.uk)(adult safeguarding charity)

[**www.barnardos.org.uk**](http://www.barnardos.org.uk)(child protection charity)

[**www.theclewerinitiative.org**](http://www.theclewerinitiative.org)(modern slavery charity)

[**www.modernslavery.co.uk**](http://www.modernslavery.co.uk)(modern slavery charity)

**[www.macsas.org.uk](http://www.macsas.org.uk)** (survivor advocacy charity)

# Helplines for further support

Guildford Diocese Authorised Listeners

We recognise that safeguarding training can be emotive and triggering. If you have any questions or concerns arising from the training, please do not hesitate to contact one of the safeguarding team or access the [Authorised Listeners](https://www.cofeguildford.org.uk/docs/default-source/about/administration/safeguarding-inclusion/safeguarding-web-pages/safeguarding-support-for-survivors/booklet-safeguarding-authorized-listeners.pdf?sfvrsn=81ec0c32_4).

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@victimsupport.org.uk**](mailto:safespaces@victimsupport.org.uk)

A live chat service is also available through the Safe Spaces website - [Safe Spaces England and wales – Safe Spaces England and wales](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.safespacesenglandandwales.org.uk%2F%3Futm_source%3DSafeguarding%2520newsletter%26utm_campaign%3D57504bfe24-EMAIL_CAMPAIGN_2019_10_08_10_43_COPY_01%26utm_medium%3Demail%26utm_term%3D0_7fd532e97d-57504bfe24-249142853%26mc_cid%3D57504bfe24%26mc_eid%3Dc4f094113c&data=04%7C01%7CLisa.Clarke%40churchofengland.org%7Cf04612de456a41d4e4e408d89533fc6d%7C95e2463b3ab047b49ac1587c77ee84f0%7C0%7C0%7C637423397804696399%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=6njALewtkIuIGWNew5XKepnuvjWNooWJsaz6UbMJTPg%3D&reserved=0)

The Safe Spaces team are available through their helpline and live chat service on:

**Monday, Tuesday, Wednesday, Friday, Saturday: 10am-6pm** and **Thursday: 12pm-8pm**

* **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**

*Thank you for your commitment to this training.*

*As a Safeguarding Team we are committed to continuous improvement and learning and as such we value your feedback. Please use the feedback form which you will find at the end of your Evaluation Tasks on the Microsoft Form.*