DIOCESE of OXFORD
A Christ-like Church for the sake of God's world

Essential Safeguarding Learning Pathways for Church Officers

Core Safeguarding Learning Pathways

Learning Pathway	Basic Awareness	Foundation	Leadership	Permission to Officiate (Alternative to Leadership)
Delivery Format	Completed Online through Safeguarding Training Portal. Approximate completion time is 1-1.5hrs. Questions to complete throughout.	Completed Online through Safeguarding Training Portal. Approximate completion time is 1-1.5hrs. Questions to complete throughout the pathway.	Completed by attending 2 x 90-minute Zoom or face-to-face sessions with pre-session activities and a reflective evaluation exercise.	Completed at one three-hour Zoom or face-to-face session with pre-session activities and a reflective evaluation exercise.
Required for	• All Church Officers[1] • Staff in Church Bodies • Bellringers • Anyone going on to complete any other safeguarding learning pathway	• Anyone holding the Bishop's licence, commission, authorisation or permission • Anyone in a role which involves work with children or vulnerable adults • Churchwardens • Pre-Ordination or licence students, prior to Stage 1 Panel • Vergers • PCC Members / Lay Chapter Members / DBF trustees • Members of the Diocesan Safeguarding Advisory Panel	• Anyone holding the Bishop's licence, commission or authorisation • Ordinands prior to leaving TEI and lay ministers in training before they are licenced, authorised or commissioned • Non-executive members of Chapter • Parish Safeguarding Officers / Safeguarding Leads in all Church bodies • Employed Children, Youth or Families Minister • Anyone that you consider within your local context significantly influences the culture of the Church body (e.g. lay ministry staff employed by the PCC or churchwardens during a vacancy) • Tower Captains at prominent towers (including cathedrals, towers with frequent visitors or people learning) and the district chair	Anyone holding PtO, ordained or lay, as an alternative to Leadership. If someone with PtO has another role which requires them to complete Leadership then Leadership must be completed. If you consider that yourself or someone with PtO in your local context significantly influences the culture of the Church body then they should complete Leadership and not the PtO Pathway.
Renewal	The highest-level Core Safeguarding Learning Pathway training should be renewed every three years.			

[1] A 'Church Officer' is anyone appointed/elected by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid.

Additional Safeguarding Learning Pathways

Learning Pathway	Parish Safeguarding Officer Induction	Safer Recruitment and People Management	Raising Awareness of Domestic Abuse
Delivery Format	Completed at one 3hr 15min Zoom session, with pre-session activities, the production of a post-course safeguarding development plan and a follow up discussion with an Area Safeguarding Adviser.	Completed online through the Safeguarding Training Portal. Approximate completion time is 1-1.5hrs with questions to complete at the end of the pathway.	Completed online through the Safeguarding Training Portal. Approximate completion time is 1-1.5hrs with questions to complete at the of the pathway. Also available to be completed by attending a 2 hr 30-minute Zoom session with pre-session activities.
Required for	• Anyone taking on the role of Parish Safeguarding Officer **Existing Parish Safeguarding Officers are welcome to attend if they would find this helpful.*	• Recruiting managers and anyone involved in the recruitment of Church Officers who have substantial contact with children or vulnerable adults (employees, elected members, volunteers) • Incumbents • DBS Recruiters and Verifiers • Parish Safeguarding Officers / Safeguarding Leads in all Church Bodies • Ordinands during IME1	• Anyone holding the Bishop's licence, commission, authorisation or permission • Anyone (volunteers and employees) who has substantial contact with children, young people or vulnerable adults through their roles, including Bishops Visitors and Pastoral Visitors • Parish Safeguarding Officers / Safeguarding Leads in all Church Bodies • Ordinands prior to leaving TEI and lay ministers in training before they are licenced, authorised or commissioned
Renewal	The Additional Safeguarding Learning Pathways training should be renewed every three years.		

The roles listed below are indicative and not exhaustive due to the complexity of the Church of England and local variations in approaches, titles and roles (e.g. different roles can be called the same thing and vice versa).

Role	Basic Awareness	Foundation	Leadership	Safer Recruitment	Domestic Abuse	Permission to Officiate	PSO Induction
All Church Officers	✓						
Young Leader (16-17) assisting with activities with children / vulnerable adults	✓						
Helper or Leader of activity with children / vulnerable adults (paid/unpaid)	✓	✓			✓		
Employed Children, Youth or Families Minister / Worker	✓	✓	✓	✓	✓		
Church Warden	✓	✓	Recommend in vacancy		Recommended		
House Group Leader	✓	✓					
PDP Encourager / Mentor and Faith Companion	✓	✓					
Lay Pastoral Leader	✓	✓			Recommended		
Authorised Listener	✓	✓			✓		
Spiritual Director	✓	✓			✓		
PCC Member	✓	✓			Recommended		
DBS Verifier / Recruiter	✓	✓		✓			
Pastoral Visitor / Home Visitor	✓	✓			✓		
Bishops Visitor	✓	✓			✓		
Bell Tower Captain Additional guidance for all Bell Ringing roles found here.	✓	✓	See 'Leadership'				
Parish Safeguarding Officer / Safeguarding Lead	✓	✓	✓	✓	✓		✓
Authorised Minister – Preach / Communion / Funeral	✓	✓	✓		✓		
Ordinand	✓	✓	✓	✓	✓		
LLM in Training	✓	✓	✓		✓		
Curate	✓	✓	✓	✓	✓		
Incumbent	✓	✓	✓	✓	✓		
Anyone who holds a Licence, Authorisation or Commission from a Diocesan Bishop (inc. Clergy and Licensed Lay Ministers)	✓	✓	✓		✓		
Anyone holding Permission to Officiate	✓	✓	See 'Leadership'		✓	✓	