**Safeguarding Leadership Pathway (2022)**

**Participant Workbook**



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**Name:**

**Role:**

**Church/Cathedral Name:**

**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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**How are you feeling about doing this course?**

Safeguarding training can raise sensitive and emotive issues For those who have sadly experienced abuse on their own lives or in those who they know and love, this can trigger painful memories.

If you feel unable to complete any required safeguarding training for your role due to past or current personal experiences, you may be offered an exemption or pass from some or all elements of the course.

If you would like to talk to someone from the Safeguarding Team about this prior to attending this course , please don’t hesitate to contact the Diocese Safeguarding Trainer Julia Barton via email**Julia.barton@portsmouth.anglican.org**or via mobile on 07384 548190

**Introduction**

Welcome to this workbook which accompanies the Safeguarding Leadership Pathway for people in leadership roles in the church. We are delighted that you have registered to complete the course and hope it will be helpful to you.

A reminder that you should complete the Safeguarding Basic Awareness and Foundation modules, available online at the [Church of England’s learning portal](https://safeguardingtraining.cofeportal.org/) before you commence on the leadership pathway.

**The purpose of this leadership pathway**

The leadership pathway provides an opportunity for you to consider what you think about safeguarding in a church setting. We will also help you to think about what good safeguarding looks like, and support you to spot any improvements you want to make if these are needed.

The course is designed to help you think about your personal values and beliefs about safeguarding alongside the values and beliefs underpinning good safeguarding behaviour.

**By the end of this training, you will be able to:**

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



**The leadership pathway course structure - summary**

**BEFORE THE FIRST SESSION**

* Complete the Basic Awareness and Foundation Modules online
* Read the Parish Safeguarding Handbook
* Submit your answers to the 4 questions in this book to: Julia.barton@portsmouth.anglican.org

**SESSION 1**

In the first session we will find out what good leadership for safeguarding looks like and get a better understanding of the culture of our churches and how we can make them safe places for all.

**INBETWEEN SESSIONS 1 AND 2 (1 WEEK APART)**

* Complete a meditation on either Psalms 40 or 91 from a safeguarding view
* Read the House of Bishops Safeguarding Policy
* Have a look at the case study we use in session 2

**SESSION 2**

In the second session we learn about the impact of abuse on survivors, discuss the scriptures together and through the case study, learn how to respond effectively to safeguarding concerns.

**AFTER SESSION 2**

* Complete your course evaluation and return to the course facilitator
* Write down 3 things you have learned on the course and 3 changes you want to make. Submit to: Julia.Barton@portsmouth.anglican.org.uk within 4 weeks.
* You will be encouraged to have a short conversation with someone about your learning on the course and to access extra videos or reading that may be of interest.

**Preparation for Session 1**

In session 1 we will discuss our responses to 4 questions. To help this discussion, please think about these 4 questions carefully and answer them as honestly as possible. There are no “right” answers – it is more about your own understanding and views at this stage. You can use the table on page 6 to write down your answers.

Please submit your answers via email to Julia.Barton@portsmouth.anglican.org no later than 3 working days before Session 1.

**Please note that your responses will not be stored beyond the end of the training, or shared with anyone outside of the Diocese safeguarding team. They will be permanently deleted. For clergy, there will not be any note made in your ‘blue’ file about your responses.**

In addition to answering the 4 questions, please read the Parish Safeguarding Handbook before session 1.



**Question 1**

What do you think about and feel when you hear the word “safeguarding”?

**Question 2**

Think about your own church situation. What can you see/hear that would make you think your church understands what “good safeguarding culture and arrangements” look like?

**Question 3**

What are the qualities, (e.g. values, beliefs & behaviours) of a “good” leader for safeguarding, and why?

**Question 4**

What do you know about the impact of abuse in a church context on victims and survivors, church congregations and friends/family?

There is space to write your answers on the next page:

You can use this table to write down your answers to the 4 questions

|  |  |
| --- | --- |
| **Question 1** What do you think about and feel when you hear the word “safeguarding” |  |
| **Question 2**Think about your own church situation. What can you see & hear that would make you think your church understands what “good safeguarding culture and arrangements” look like? |  |
| **Question 3**What are the qualities, (e.g. values, beliefs & behaviours) of a “good” leader for safeguarding, and why? |  |
| **Question 4**What do you know about the impact of abuse in a church context on victims and survivors, church congregations and friends/family? |  |
| **Please copy and paste this table and submit your answers via email no later than 3 working days before Session 1 to**: Julia.Barton@portsmouth.anglican.org  |

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# **Between sessions 1 and 2 (1 week apart)**

1. Please read and meditate on either Psalm 40 or Psalm 91 – you can look at both if you like.

Think about the psalm(s) from a safeguarding angle. Think about how these scriptures might influence your safeguarding leadership beliefs, values and behaviours. What do these scriptures mean for those with a lived experience of abuse?

1. Please read [Promoting a Safer Church - House of Bishops Policy statement 2017](https://www.churchofengland.org/sites/default/files/2019-05/PromotingSaferChurchWeb.pdf) 
2. Please read the case study (which will be issued at the end of session 1 for face to face sessions or sent via email after session 1 for Zoom participants).



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| **Psalm 91****1**Whoever dwells in the shelter of the Most High    will rest in the shadow of the Almighty.[[a](https://www.biblegateway.com/passage/?search=Psalm%2091&version=NIV#fen-NIV-15397a)]**2**I will say of the Lord, “He is my refuge and my fortress,    my God, in whom I trust.”**3**Surely he will save you    from the fowler’s snare    and from the deadly pestilence.**4**He will cover you with his feathers,    and under his wings you will find refuge;    his faithfulness will be your shield and rampart.**5**You will not fear the terror of night,    nor the arrow that flies by day,**6**nor the pestilence that stalks in the darkness,    nor the plague that destroys at midday.**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 observe with your eyes    and see the punishment of the wicked.**9**If you say, “The Lord is my refuge,”    and you make the Most High your dwelling,**10**no harm will overtake you,    no disaster will come near your tent.**11**For he will command his angels concerning you    to guard you in all your ways;**12**they will lift you up in their hands,    so that you will not strike your foot against a stone.**13**You will tread on the lion and the cobra;    you will trample the great lion and the serpent.**14**“Because he[[b](https://www.biblegateway.com/passage/?search=Psalm%2091&version=NIV#fen-NIV-15410b)] loves me,” says the Lord, “I will rescue him;    I will protect him, for he acknowledges my name.**15**He will call on me, and I will answer him;    I will be with him in trouble,    I will deliver him and honour him.**16**With long life I will satisfy him    and show him my salvation.” |

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| **Psalm 40****1**I waited patiently for the Lord;    he turned to me and heard my cry.**2**He lifted me out of the slimy pit,    out of the mud and mire;he set my feet on a rock    and gave me a firm place to stand.**3**He put a new song in my mouth,    a hymn of praise to our God.Many will see and fear the Lord    and put their trust in him.**4**Blessed is the one    who trusts in the Lord,who does not look to the proud,    to those who turn aside to false gods.[[b](https://www.biblegateway.com/passage/?search=Psalm+40&version=NIV#fen-NIV-14530b)]**5**Many, Lord my God,    are the wonders you have done,    the things you planned for us.None can compare with you;    were I to speak and tell of your deeds,    they would be too many to declare.**6**Sacrifice and offering you did not desire—    but my ears you have opened[[c](https://www.biblegateway.com/passage/?search=Psalm+40&version=NIV#fen-NIV-14532c)]—    burnt offerings and sin offerings[[d](https://www.biblegateway.com/passage/?search=Psalm+40&version=NIV#fen-NIV-14532d)] you did not require.**7**Then I said, “Here I am, I have come—    it is written about me in the scroll.[[e](https://www.biblegateway.com/passage/?search=Psalm+40&version=NIV#fen-NIV-14533e)]**8**I desire to do your will, my God;    your law is within my heart.”**9**I proclaim your saving acts in the great assembly;    I do not seal my lips, Lord,    as you know. | **10**I do not hide your righteousness in my heart;    I speak of your faithfulness and your saving help.I do not conceal your love and your faithfulness from the great assembly.**11**Do not withhold your mercy from me, Lord;    may your love and faithfulness always protect me.**12**For troubles without number surround me;    my sins have overtaken me, and I cannot see.They are more than the hairs of my head,    and my heart fails within me.**13**Be pleased to save me, Lord;    come quickly, Lord, to help me.**14**May all who want to take my life    be put to shame and confusion;may all who desire my ruin    be turned back in disgrace.**15**May those who say to me, “Aha! Aha!”    be appalled at their own shame.**16**But may all who seek you    rejoice and be glad in you;may those who long for your saving help always say,    “The Lord is great!”**17**But as for me, I am poor and needy;    may the Lord think of me.You are my help and my deliverer;    you are my God, do not delay. |

**After Session 2**

If your learning on this course has been effective, you will feel differently about safeguarding at the end, than at the beginning.

To help you remember your learning and take some action on it, there are 3 activities for you to now complete:

1. Please complete your course evaluation form (you will either be handed a hard copy (face to face participants) or sent this in an email (Zoom participants). Please return the form to: Julia.Barton@portsmouth.anglican.org. Your feedback on the course is very important to us as it helps us make changes to improve it.
2. Review and reflect on your learning by writing down the most important 3 things you have learned on the course and 3 changes you wish to make as a result of this learning:

|  |  |
| --- | --- |
| **Write your 3 top learning points from the course:**  | 1.

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| Write the 3 changes you will make in your church/cathedral/other setting as a result of your learning. | 1.
2.
3.
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| **Please copy and paste this table and submit your answers via email no later than 4 weeks after Session 2 to**: Julia.Barton@portsmouth.anglican.org You will be issued with a date. Your course certificate will be sent to you once you have submitted this.  |

**Other optional/individual activities you can do to help you continue your learning are:**

1. Arrange to have a conversation with someone about your learning on this course and the changes you wish to make. You may wish to make this part of your mentorship or equivalent if you have this.
2. 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 enrolment 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 comes 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 it may be too difficult. You may be more comfortable watching with someone else alongside you for support. Additional support may be needed before, during or after watching the documentary. There is support available for you from your Diocesan Safeguarding Team if you require this.

1. 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 given to you following Session 1.
2. Choose any further reading from the Further Information / Resources /Websites section below.

**Further information/resources and websites**

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

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

**The Diocese of Portsmouth safeguarding web pages:** https://www.portsmouth.anglican.org/safeguarding/

**Other Safeguarding Reading:**

* 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>
* Frankl, (2004) **Man's Search for Meaning: The classic tribute to hope from the Holocaust.** Rider.
* **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)
* Cherry, Steven (2012) **Healing Agony: Exploring the theology of forgiveness.** Bloomsbury: <https://www.bloomsbury.com/uk/healing-agony-9781441156150/>

**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)

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**Help and further support**

* You may wish to talk to your course facilitator about any personal issues or individual cases you are faces. They will always be available for this at the end of each session. |They will know how to put you in touch with people who can help, whatever situation you are facing. Some other sources of support are as follows:
* **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**

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**

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