



THE CHURCH OF ENGLAND
ARCHBISHOPS' COUNCIL

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Circulation of a recommended training regime for clergy of the Church of England

The Central Liaison Group for Child Protection has developed some recommendations for training clergy, throughout their ministry, in the areas of safeguarding children, young people and vulnerable adults. It also addresses the need for those in ministry to develop such awareness of themselves and their vulnerabilities that they do not put themselves at risk of harming others. The document has been sent to the House of Bishops for information but has only the authority of the group who developed it. Much of this material will already be considered during selection, training and Continuing Ministerial Education however we have tried to look at which areas are best covered at different times during the learning process. We would like to thank all those who contributed to the consultation process and hope that this document may be of use to all those responsible for the selection, training and continuing support of clergy.

With best wishes

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Safeguarding children and adults in the Church

Recommended scheme for training clergy in: Child protection Safeguarding adults

Personal attributes to prevent abusive behaviour.

Since 1995 the House of Bishops has endorsed a Child Protection Policy for the Church of England. The current edition is "Protecting all God's Children 2004". The House of Bishops has now endorsed "Promoting a Safe Church", a policy for the safeguarding of adults which will be published in the autumn. These policies, with procedures for action and good practice guidelines, are being implemented by dioceses and parishes, with the aim of creating a safe environment for those most vulnerable in our Christian communities.

The task of providing training for clergy, paid and volunteer lay people, has been and continues to be enormous. Most training will continue to be provided at local level. It is necessary however to ensure that all those to be ordained or authorised to recognised ministries in the Church of England have a basic knowledge of the issues involved and are developing the necessary skills and showing the necessary attitudes so that they can both safeguard others and minister safely themselves.

The Central Liaison Group for Child Protection in the Church of England has developed a possible way forward and we would like to recommend it to you. We seek to ensure that ordinands and clergy receive the training they need when they need it. We recognise that much that is in the scheme is covered in various parts of the curriculum already. What we provide is an overall checklist, which you may find helpful

Pre selection

Attributes and values
Positive attitude to own sexual identity and sexual orientation. Awareness of any past trauma and evidence of seeking to recover from any such trauma. Appropriate meeting of social and sexual needs Evidence of sexual and emotional maturity. Understanding of gender and other power imbalances No evidence of violence, excessive anger or guilt

Knowledge
Information on the ethical requirements of ministerial life. Knowledge and acceptance of the Church's teaching on human sexuality

Skills
Audit of current skills Evidence of ability for make and keep varying types of relationships. Evidence of ability to keep to personal boundaries

Pre ordination training

Ordinands should have attended a basic child protection training in their sponsoring diocese before training starts.

Attributes and values

Insight into how personal status and power impinges on others. Signs of developing empathetic and sensitive care for others that is nondiscriminatory. Self awareness of stress and personal vulnerability
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Knowledge

Knowledge of the training establishment's own Child Protection policy. A theological/ biblical understanding of personhood and human sexuality. A theological/biblical understanding of the child 0-18 years. Basic knowledge of a child or young person's physical, emotional and spiritual development Awareness of the scope of child abuse and the abuse of vulnerable adults. An understanding of how institutions can develop abusive cultures. Knowledge of what is deemed professional misconduct with an adult: Sexual, emotional and spiritual abuse, racial and sexual harassment, bullying. Knowledge of expected standards of behaviour (clergy code of conduct) and the consequences of misconduct How sexual offenders operate Needs of survivors in the aftermath of abuse. Confidentiality, sacramental confession, information sharing
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Skills

Listening Ability to know when to seek out and use support structures Evidence of ability to make pastoral relationships and keep appropriate boundaries. Evidence of the ability to work safely with children, young people and vulnerable adults.
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First four years of ministry

Attributes and values

Willingness to accept accountability and evidence of the use of supervision/mentoring Show evidence of treating children, young people and vulnerable adults with respect and understanding the unequal power relationships in such pastoral ministry. Developing a collaborative, non-oppressive working style with colleagues and lay people. Self awareness of stress and personal vulnerability
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Knowledge

Audit previously learnt knowledge base and cover any gaps Diocesan procedures and how to implement them. This should be mandatory for all new clergy. Understanding when to refer concerns to the statutory agencies Knowledge of what is good practice including health and safety issues, internet and mobile phone safety, creating a safe environment. Church disciplinary procedures Understanding the effect of misconduct on the health of a parish
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Skills

Audit level of skills in order to cover any gaps
Show an ability to develop a satisfying network of personal and social relationships keeping appropriate boundaries between these and pastoral encounters.
Develop skills in working with all ages of children and vulnerable adults, particularly those with emotional or behavioural difficulties
Use regular supervision/mentoring
Begin to develop skills as a supervisor

Post of Responsibility**Attributes and values**

Evidence of non-abusive, non-harassing relationships with colleagues and parishioners.
Self awareness of stress and personal vulnerability

Knowledge

Knowledge of Local resources and building networks with local groups and statutory agencies
Knowledge of:
Recruitment procedures including Criminal Records Bureau
Understanding the incumbent's legal responsibilities in child protection and vulnerable adults policies.
Knowledge of complaints procedures
Knowledge of how to manage known sexual offenders including making agreements.
Knowledge of how to manage parish issues following incidents of abuse

Skills

Continuing personal supervision/mentoring.
Develop skills in supervising of staff and volunteers
Ability to manage an organisation including creating a safe environment for children and adults
Ability to provide appropriate pastoral care to survivors of abuse.

Life long**Attributes and values**

Self awareness of stress and times of personal vulnerability
Continuing use of ministerial review
Continuing use of personal or peer supervision.
Continuing evidence that personal and pastoral boundaries are being kept.

Knowledge

Regular training and updates of child protection and adult misconduct issues

Skills

Possibility of professional training in counselling victims of abuse or domestic violence
Support for victims or sexual offenders.
Specialist training in order to help parishes where abuse has occurred.
A continuing recognition of both skills and areas where certain skills are lacking

Please note that these suggestions are made by child protection professionals and not educationalists; we therefore leave the tricky area of assessment to those better suited to deal with it. Providing evidence particularly in the area of values can be difficult. Careful interviewing at all stages will be required. References, reports from placements and training incumbents and appraisal interviews will all be helpful in assessing areas that are not open to written examination. Observation of practice will always be valuable.