1.5B GUIDANCE ON LEVELS OF SAFEGUARDING TRAINING

BASIC TRAINING

Current basic child safeguarding awareness is offered in five different programme types. These programmes have been written to meet the learning objectives outlined in statutory guidance in Northern Ireland and the Republic of Ireland. Each accredited trainer with the RCB is trained to deliver five training programmes and the key learning outcomes. The six programmes are:

1. **Full child safeguarding training**: this training lasts approximately 3 hours or until the key learning expectations are met.
2. **Information sessions**: these sessions are shorter in length (typically 2 hours or until the key learnings are delivered effectively) and cover topics including the reporting procedures.
3. **Refresher sessions**: these are shorter in length (1.5 hours or until the key learning outcomes are met) and cover the topics listed in the full child safeguarding training for those who have already attended the full training previously.
4. **Mandated Persons Training**: this is a short approximately one-hour session specifically for those who are defined as mandated persons in the Republic of Ireland. The content can be delivered as part of the other sessions above.
5. **Training for Young Leaders**: this is 3 hours in length and covers the same content as the information sessions but has been designed for young people who are taking on a leadership role with other children or young people.
6. **Training for Parish Panels or Equivalent**: this is training specifically for those who are involved in Parish Panels or Diocesan Support Teams.

WHO DELIVERS THE TRAINING?

The Diocesan Support Team of each diocese should coordinate training and its delivery. The Diocesan Council and Diocesan Support Team must ensure that audits and parish returns are completed, in order to identify church personnel who require basic safeguarding awareness training. This process forms part of the safeguarding plan (written by the Diocesan Support Team) which includes a training strategy ***(Guidance 1.5C Template 1).***

The Training listed above is delivered only by trainers registered and trained by the RCB Safeguarding Team.

WHO IS THE TRAINING DELIVERED TO?

Using the information gathered from the parish return, the Diocesan Support Team must make a decision as to the level of training required for each person, depending on the extent of their involvement with children. To do this, the following guidance should be used as a minimum requirement:

- For each church activity that involves children, all leaders must attend the full child safeguarding training programme once, thereafter they can attend a refresher session.

- All members of the clergy who are in active ministry with children must attend the full child safeguarding training programme once; thereafter they can attend a refresher session.
- Any personnel with a key position of responsibility for child safeguarding must attend a full child safeguarding training programme (e.g. Parish Panel member, Advisor, Support Person, Diocesan Panel Member, Diocesan Support Team Member) once; thereafter they can attend a refresher session.
- All other church personnel must be given the opportunity to attend an information session every three years.
- Those that are designated as Mandated Persons must have attended the mandated persons session every three years (this content can be delivered as part of the full child safeguarding session, refresher or mandated persons training).
- Those that are young leaders should attend the young leaders training every three years.

WHEN SHOULD PERSONNEL BE RETRAINED?

The RCB Safeguarding Team will update training and deliver this to registered trainers, in line with developments in best practice and new legislation. It is expected that if there are significant changes, the trainers will deliver updates to new and existing personnel in each diocese. How this is delivered can be decided on in consultation with the Diocesan Support Team and appropriate child safeguarding personnel.

If updated training is not required, all personnel should be retrained at least every three years. It is the role of the Diocesan Support Team to plan how training is delivered.

ROLE SPECIFIC TRAINING

Role specific training (excluding basic training) will be delivered by the Safeguarding Team in line with the RCB Safeguarding Strategy.

The Principal of the Church of Ireland Theological Institute is responsible for ensuring that all its students attend training in safeguarding prior to their placement in parishes or in any work involving children.

The Bishop of the Diocese shall ensure all clergy, lay readers, diocesan readers, parish readers attend relevant training in line with the guidelines above.

The Bishop of the Diocese and Diocesan Council shall ensure that those in ministry in their dioceses shall receive continuing training in relation to child safeguarding.