

## NATIONAL SAFEGUARDING STEERING GROUP

**Independent Review of the Training and Development Framework****Overview of paper**

The paper provides:

- A summary of the process of independently reviewing the implementation of the House of Bishops Safeguarding Training & Development
- The initial response from the National Safeguarding Team to the report and its findings
- The proposed response to the recommendations focusing, in particular on the call to urgently review the number and content of safeguarding modules.

**Action Points**

The NSSG is requested to accept the recommendations within the independent review report at section 7 NSSG(19)06 and approve the plans outlined to address them by the National Safeguarding Team.

**Background**

1. Since March 2013 government guidance has explicitly stated that, like other organisations and agencies who work with children and adults, faith organisations should have appropriate arrangements in place to safeguard and protect them from harm. In 2013, there was a very varied picture of safeguarding training across the Church of England, with some church bodies offering safeguarding training and others not. A thorough review of safeguarding training was therefore undertaken which aimed to learn not only from existing good practice within the national Church, but also learn from the experience of statutory partners and those with whom the national Church works ecumenically. The 2013 review revealed that safeguarding learning was inconsistent in quality and provision within dioceses and places of learning. The General Synod and House of Bishops recognised that a stronger national role was required to lead on safeguarding, as it was clear that a healthy Christian community is one which ensures and nurtures the wellbeing of all.
2. Between 2013 and 2015 the National Safeguarding Team worked with a number of dioceses to develop pilot training materials and a national Training and Development Framework. This framework was designed to ensure consistent training and development of safeguarding practice across the national Church.
3. The Safeguarding Training and Development Framework was published and formally introduced across the national Church in January 2016. In 2017, an internal review of the framework was completed in order to add clarity to the requirements contained within and a further review was scheduled for 2018.
4. Prior to reviewing the framework for the second time, the National Safeguarding Team commissioned an independent associate, Eleanor Stobart, to conduct an independent review to evaluate the impact and effectiveness of the Training and Development Framework on safeguarding across the national Church (England).

**The Independent Review**

5. The terms of reference agreed for the review are set out in full in section 2.2 of the report (NSSG(19)06).
6. In order to complete the review, the lead project manager sent out questionnaires for completion by all diocese, cathedrals, theological education institutions and religious communities. The questionnaire included a number of quantitative questions as well as seeking some qualitative information. Respondents were asked about the number of trainers (paid and voluntary) that were in their service, how many church officers have attended training and how many still require training. There were questions about the safeguarding arrangements between dioceses, cathedrals, religious communities and theological education institutions. Respondents were also asked to outline the barriers they faced in implementing the Framework as well as setting out what was working well. Respondents were asked