



Safeguarding annual report

01 January 2017 – 31 December 2017

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I am pleased to present the Diocesan Safeguarding Annual Report for 2017

The report, through a comprehensive narrative of operational activity and useful dashboard data, reflects the proactive response of the Diocese of Oxford to the changes in the expectations of the national Church concerning the delivery of safeguarding work at diocesan level. This in turn, is set against a constantly evolving landscape of higher national standards and increased statutory obligations to protect children and vulnerable people from the risk of harm and abuse.

It outlines a programme of work by the Diocesan Safeguarding Team supported by the Diocesan Safeguarding Panel and Bishop of Reading as the Lead Bishop ¹for safeguarding, undertaken over the past twelve months, and shows how all those involved have worked together to achieve its objectives. It does, however, acknowledge the not insignificant challenges and areas which require further development and improvement.

I believe, as acknowledged in the Social Care Institute of Excellence (SCIE) Audit Report published in October 2017, it is essential that the work undertaken over the past year is recognised and valued, especially in the areas concerning committed and visible leadership; the presence of the voice of survivors and, our adoption of a positive learning culture as to how we approach safeguarding matters, as well as recognising and committing to the need for investing in further resources. These are confident baby-steps towards the long journey we face in protecting all God's children and safeguarding all those in society who may be vulnerable.

The decision to move the safeguarding function from the Department of Mission to the Human Resources Department appears to have been a good one as has the commitment to transparency by strengthening the governance through direct regular reporting to Bishop's Council and the Bishop's Staff.

My personal responsibility has been to provide independent scrutiny by direct involvement and by leading the involvement of the Diocesan Safeguarding Panel. I trust that this has raised the confidence we can all have in the actions of the diocese in general and specifically in the conduct of the Safeguarding Team. We must continue to work to ensure that taken together all the constituent parts for the diocese do what they say they are going to do and work collectively to anticipate and address issues concerning abuse and neglect. I hope that all would agree that continual improvement should continue to be a feature of how we work.

This past year has demonstrated renewed energy and commitment on the part of the Church as a whole to develop, improve and enhance safeguarding and to minimise the risk of harm to children and vulnerable adults.

As Independent Chair I have constantly sought to lead improvements in the way we deliver safeguarding across the Diocese and ensure that we are always learning to be more effective. To assist this, we have invested in a new Case Management System and are working towards

¹ The Rt Revd Andrew Proud Bishop of Reading was the Lead Bishop on safeguarding for the reporting period. The Rt Revd Colin Fletcher will be the Lead Bishop on safeguarding in 2018

developing a simple but robust framework for Quality Assurance which will help us monitor and record outputs and outcomes.

As I move on to another role with the Church in Wales, I am pleased to confirm the appointment of a very gifted and skilled successor. He has a wealth of experience and a record of improving social services in some very challenging environments which will add tremendous value to the safeguarding work in this Diocese.

I wish the new Chair, the Team and the Diocese all the best for the coming year.

Howard Llewellyn
Independent Chair of the Diocesan Safeguarding Panel

1. External environment and impact on the safeguarding work in the Diocese

This year has seen a number of significant changes and developments at a national and Diocesan level in relation to safeguarding within the Church of England.

The House of Bishops published a revised safeguarding statement **Promoting a Safer Church** which draws together the church's commitment to the safety of everyone involved with all aspects of church life. This serves as a first step towards the revision of **Protecting All God's Children (2010)** and **Promoting a Safe Church (2006)** into one combined safeguarding policy for all ages across the church.

2017 saw the publication, in early February, of a Serious Case Review (SCR) in West Berkshire convened following the imprisonment of an ordained clergyman for sexual offences against children in a setting other than church. The West Berkshire Safeguarding Children Board (WBLSCB) were grateful for the church's participation and cooperation with the SCR at both parish and Diocesan level. This has led to further discussions with the DSA about collaborative work with the WBLSCB to better engage with faith communities in their area.

SCIE independent Safeguarding Audit

In June 2017 SCIE (Social Care Institute for Excellence) undertook an independent audit of safeguarding arrangements within the Diocese, as part of a national study across all Dioceses. The report of their findings was published in October 2017 and is available at: <https://www.oxford.anglican.org/wp-content/uploads/2017/10/Oxford-FINAL-PDF.pdf> which was also presented to members of the Bishop's Council in their meeting of 6 December 2017.

A sub-group of the Diocesan Safeguarding Panel is working to complete an Action Plan to respond to the audit's conclusions and considerations, aligning this with the wider departmental and Diocesan work plans. A report showing current progress will be tabled for the Bishop's Council meeting on 9th May 2018.

Independent Inquiry into Child Sexual Abuse (IICSA)

The independent inquiry into the response to child sexual abuse across a range of organisations and institutions commissioned by the government completed its first full-year of public hearings during 2017 and began preparations for new streams of investigation for 2018. These include one focusing on the Anglican Church.

Preparation for IICSA has placed a considerable additional burden on the National Safeguarding Team and to a more limited extent on Diocesan Safeguarding Advisers across the country. It is anticipated that the inquiry's deliberations will lead to a range of recommendations for future policy and practice within the church and other institutions. It is highly likely that the inquiry activity will stimulate an increase in the number of reports and allegations requiring consideration and investigation.

One of the early challenges from the inquiry focused on the approaches taken across the church to the maintenance and retention of key records, including those associated with church officers. This has a direct impact on church bodies of all sorts to ensure the retention of key information on a continuing basis for safeguarding purposes. The approaching date for the implementation of the GDPR (General Data Protection Regulation) in May 2018 has led to some uncertainty from parishes which has been addressed within safeguarding training sessions. The National Safeguarding Team (NST) have issued advice that safeguarding records can be justifiably retained.

It is understood that the inquiry will publish an interim report in the autumn of 2018 which is likely to include their initial observations and recommendations concerning the Anglican Church.

2. Governance

There has been significant change in the governance arrangements for safeguarding within the Diocese during the reporting period.

Firstly, accountability for the Safeguarding function transferred to the Department of Human Resources from the Department of Mission. Similar realignments have taken place in a number of other Dioceses, recognising the significant inter-relationships between these two areas of work.

The Diocesan Safeguarding Panel (DSP) has reviewed its role and function during the year, drawing on the observations and considerations identified in the SCIE audit report to inform this process. The Panel has adopted the Terms of Reference developed by the church nationally and contained in the Practice Guidance: Key Roles & Responsibilities of Church Officer Holders and Bodies (2017)

The Panel has also clarified and strengthened the arrangements for reporting: whilst reports on staffing issues will go to the HR Panel, work content will continue to be considered by the DSP and regular reporting to Bishop's Council and Bishop's Staff. This will ensure that safeguarding practice and performance is carefully scrutinised and that lessons learned can be shared and responded to promptly and effectively across the Diocese.

3. Resources

The Director of HR has worked to develop a clearer understanding of the full costs of delivering the safeguarding function across the Diocese to inform and support effective budget setting. The expenditure of safeguarding activity in 2017 was higher than in previous years, indicative of the impact of statutory and national church expectations in this area of work.

In 2017, the Safeguarding Team increased from 0.8 FTE Adviser and Trainer and 0.2 FTE administrative support in previous years to 1FTE Adviser; 1 FTE Trainer and 0.5 FTE administrative support working, as in the previous years, alongside freelance trainers and

volunteers. Additionally, throughout 2017 safeguarding consultancy was used for distinct, one off pieces of work, such as risk assessments and core groups as well as to aid professional supervision for members of the team. New volunteer trainers were recruited and taken through train the trainer course, ready for delivery of the modules Finally, the HR Director has dedicated 20% of her time to lead and manage the Safeguarding Team.

The new Diocesan Safeguarding Adviser (DSA), John Nixon, took up the role in January 2017, following the retirement of the previous post-holder, Stephen Barber, in December 2016.

The brief period of interregnum was addressed using sessional safeguarding advisers to ensure continuity of response to cases brought to notice during this time.

A new role, Safeguarding Assistant & Training Officer, was recruited to and Rebecca Norris-Bulpitt joined the team in May 2017, bringing much needed capacity and complementary expertise to the Safeguarding Team.

A part-time DBS & Safeguarding Administrator post was successfully appointed, with Linda Carpenter joining the team in mid-January 2018.

4. Operational Activity

a. Policy and procedures

2017 saw a significant body of new Practice Guidance issued by the House of Bishops including: (links for all of these can be found at the end of this report)

- i. Responding to, assessing and managing allegations and concerns against church officers**
- ii. Responding Well to Domestic Abuse;**
- iii. Key Roles & Responsibilities for Church Office Holders & Bodies;**
- iv. Training & Development**

The Diocese has not revised the Safeguarding Handbook locally because the National Safeguarding Team have commissioned a Parish Safeguarding Handbook which they hope will be adopted across the country. The initial draft of this document is anticipated to be available from mid-2018.

In the meantime, individual practice guidance documents have been revised to reflect changes in legislation, guidance and good practice. These documents have been uploaded to the Diocesan Safeguarding webpages.

b. Training

The Diocesan Training & Development Strategy has been reviewed and revised, with a new 5-year strategy presented for adoption at the Diocesan Safeguarding Panel on 16 February 2018.

Particular attention has been paid to increasing the range and frequency of training modules delivered within the Diocese to satisfy the requirements detailed in the Training & Development Practice Guidance published by the Archbishop's Council early in 2017. This was the first time since the commitment was made in Protecting All God's Children (2010) that the full extent of training requirements for all Church Officer posts across the church has been published.

Time and energy have been invested in strengthening the links between the Safeguarding Team and the pool of volunteer trainers who support in particular training delivered at parish level across the Diocese. This has included establishing regular support meetings, reviewing and trialling training materials and seeking to grow the pool to meet increasing demand.

During the year the NST introduced an online 'awareness raising' module (CO). We have circulated information to parishes about this and we are pleased to see the positive initial response across the diocese. We are able to track completion of the course by participants and will be able to report on this as part of the regular reporting to DSP.

The Safeguarding Team has experienced some very positive engagement in the training programme from many clergy and parishes across the Diocese. A small number of parishes are finding it hard to prioritise training for relevant church officers in the context of time pressures and difficulties finding volunteers to fill many key roles. It is essential to identify ways that we can support smaller parishes to engage with the whole safeguarding agenda.

For 2018 the training schedule includes delivery of clergy training at different locations across the Diocese to ensure that all those required to attend have suitable opportunities to do so.

In 2017 a total of 17 training sessions for clergy were delivered, reaching 230 participants. At a parish level 21 training sessions were delivered, reaching 558 participants. Table 1 below includes a flavour of the initial feedback from course attendees:

'A very informative session which dealt with a sensitive subject very well.'
'I feel that the guidance is now firm and clear. There is always advice available.'
'Very clearly taught with plenty of chances to ask questions.'
'I am aware that I must be vigilant and ready to listen all the time.'
'This course covered most items and was more informative than CO'
'A very full morning. Necessary, thought provoking, encouraging.'
'Too long. Also might put older people off volunteering.'
'Have not really been taught about abuse with vulnerable adults before.'
'As a teacher I have had previous training so knew a lot but very useful in a Church context.'
'It was a lot to take in at one time.'

Table 1: initial feedback from course attendees

For 2018 there are 50 clergy training sessions planned, together with further recruitment and development of the pool of trainers to deliver parish-based training as requested.

A schedule of training delivered during 2017, including attendance figures and projected numbers for future training is attached at Appendix 1. This identifies the significant increase

in training provision already established and the extent of future demand required to meet the necessary cohort of trainees.

c. Case management

Casework demands during the reporting period have continued to rise within the Diocese, in a manner reflected across all the Dioceses in the Church of England, other denominations and faiths.

A number of individual cases were complex and required close liaison with the National Safeguarding Team and other Dioceses. Other cases could be managed within the Diocese.

In October 2017 new detailed Practice Guidance was issued by the House of Bishops concerning the management and investigation of concerns and allegations against church officers and in relation to the safeguarding roles and responsibilities of individuals and various church bodies. These, together with the recommendations of the SCIE audit impose significant additional demands and duties on the diocesan Safeguarding Team and the Diocese as a whole.

The SCIE audit acknowledged a significant change in the approach to casework from the beginning of 2017 when the available resources had been increased. During the reporting period the Diocese started to implement the use of Core Groups to manage and scrutinise the conduct of individual cases involving allegations or concerns relating to the church officers, drawing practice more in line with national church requirements. A small number of cases required DSA participation in Core Groups chaired by members of the National Safeguarding Team because of the complexity or cross-jurisdictional aspects of the cases.

The volume and complexity of casework is already testing the available resources and work is underway to track demand, identify how to make most efficient use of resources and establish a business case if additional resources are required to comply with expectations. During the year there were 113 new cases referred compared with 92 during the previous year, an increase of over 18%. In addition, a number of cases referred in previous years also required continued intervention.

One case that is currently active is particularly complex and is subject to detailed multi-agency intervention. Bishop's Council is advised that it may be necessary for a notification to be made to the Charity Commission about this case.

In some cases, there were overlaps between the issues of concern and clergy families, providing an opportunity for the Safeguarding Team to work closely with HR colleagues and senior clergy to ensure that all necessary support and pastoral care were in place for all concerned as well as taking forward necessary action.

During 2017 the Safeguarding Team explored and adopted a computerised casework management system, Safebase, that had been developed by the Diocese of Canterbury. Subsequently, the National Safeguarding Team has chosen to adopt the same system and to take forward responsibility for developing the system functionality with a view to wider

adoption by other Dioceses. The system has been in operation for all new case referrals since October 2017.

Safibase provides a single portal for recording casework records, including case analysis and supervision notes. Together with links to the document-management system this makes it much easier to achieve a full picture of individual cases. It also offers a resource to improve and automate management reporting and statistical analysis.

d. Disclosure & Barring Service checks

During 2017 the Diocese changed the umbrella body for DBS checks to APCS (Access Personal Checking Services) following the withdrawal from the market by CAS (Churches Agency for Safeguarding).

Most parishes have coped very well with the transition process which has been supported directly within the Safeguarding Team. The majority of parishes have chosen to adopt APCS as their route to checks whilst a small number have adopted other organisations.

Completion of DBS Disclosure checks is a fundamental part of the Safer Recruitment process which forms a key strand of safeguarding practice in all settings.

e. Multiagency partnership

During 2017, our multiagency approach has progressed well, especially with Thames Valley Police, the National Probation Service and Local Authorities. One case required DSA attendance at a local Multi Agency Public Protection Panel Arrangements (MAPPA) meeting, chaired jointly by Police and Probation colleagues. MAPPA is a key part of the response to management of individuals in the community who are assessed to present high or medium risk in connection with sexual or violent offences.

As local Police Public Protection Units, formerly known as ViSOR (Violent & Sexual Offender Register) teams, have become more familiar and confident with the role and function of DSAs a number of referrals relating to offenders attending church have been received directly by the Diocese requiring the development of new Safeguarding Agreements. Police and Probation colleagues have also approached the DSA on several occasions for assistance in establishing contact with safeguarding leads for other denominations and faith communities.

f. Cathedral, Religious Communities and Theological Colleges

The Diocese of Oxford has 9 religious communities and 4 theological education institutions (TEI)s within its geographical area. This is a larger number when compared with other dioceses. However, religious communities and TEIs together with the Christ Church Cathedral are not legally under the jurisdiction of the Bishop of Oxford and as a result, historically, have managed and held responsibility for all aspects of life, including safeguarding. Guidance from

the national church has emphasised the essential importance of collaborative engagement with host diocese and placed requirements on them and the diocese to do so.

Whilst it has been encouraging to see closer links with some of these bodies developing, there are still some challenges to be addressed in relation to establishing formal relationships to address the resource implications of this additional demand on the Safeguarding Team.

Three of the religious communities and two TEIs have made approaches for assistance with reviewing policy and practice documents together with delivering safeguarding training. The safeguarding team have responded positively and subsequently delivered some training for them. Work is underway to establish ways of working together through service level agreements.

g. Dashboard Data

During the year a different approach to collecting and collating information about aspects of safeguarding in parishes were incorporated in the Articles of Enquiry process used to inform the Archdeacons' Visitations. The purpose of this was to try to reduce some of the governance demands placed on parishes whilst emphasising the importance of safeguarding as a key element of parochial mission and ministry by bringing the information under the scrutiny of the Archdeacons. The team is in the process of collating the parish data in time for the annual returns to the NST.

The SCIE audit encouraged exploration of self-audit tools that might be used to build a clearer picture of the adoption and application of safeguarding policies and practice across the Diocese, including identification of resources used in other Dioceses. This seeks to build on the very positive work already established within the Department of Mission as part of the Family Friendly Church Award scheme which encourages self-audit as an important element of developing and reviewing ministry in this area.

Parish monitoring

	2017		2016	
	Yes	No	Yes	No
Reviewed policy in last year	340	77	171	28
Parish safeguarding officer (PSO) appointed	344	76	137	0
Training in safeguarding in last three years³	189	251	92	27
Out of date DBS checks	316	120	101 ³	113
Workers given good practice guide	279	141	98	19

Disclosure Barring Service (DBS) checks

These figures reflect the combined total for parish-based checks and those for Diocesan staff.

	2017	2016	2015
Total no DBS checks processed	1700 ²	1577	1991
Total no blemished DBS checks	13	5	25
Total no in which further safeguarding action was required	1	4	6

Concerns about risks to children (including allegations and cases where risks are not current)

	2017	2016	2015
Total number of concerns received	57	48	47
Number of concerns relating to postholders / employees / official volunteers	13	8	11
Number referred to the Church by external non-statutory body	8	5	5
Number referred to the Church by statutory (child protection) authorities	7	4	4
Number referred to statutory authorities by the Church	18	21	32
Number referred to DBS barring service	0	3	0
Number referred for further church-based action as below, either at local or Diocesan level :			
(i) pastoral care only	8	2	5
(ii) pastoral care and safeguarding action (e.g. assessment; discipline; agreement/contract; referral for counselling)	17	16	17

Concerns about risks to adults (including allegations and cases where risks are not current)

² Full year data from CAS includes some extrapolation

	2017	2016	2015
Total number of concerns received	36	24	18
Number of concerns relating to postholders / employees / official volunteers	12	7	2
Number referred to the Church by external non-statutory body	0	1	0
Number referred to the Church by statutory (adult protection) authorities	2	0	0
Number referred to statutory authorities by the Church	6	4	10
Number referred to DBS barring service	0	0	0
Number referred for further church-based action as below, either at local or diocesan level			
(i) pastoral care only	3	1	6
(ii) pastoral care and safeguarding action (e.g. assessment; discipline; agreement/contract; referral for counselling)	15	10	6

Safeguarding Agreements for Known Offenders

Agreements	2017	2016	2015
Total number at 1 January 2017	28	25	19
Number of new agreements during 2017	8	8	3
Number of agreements reviewed at any stage during 2017	10	8	11

Enquiries

	2017	2016	2015
Enquiries	251	201	249

5. Summary of achievements and challenges

Safeguarding is a key aspect of the church's ministry with a number of different elements. 2017 has been an eventful year in this area, both nationally and locally. The diocese has continued to see a steady increase in the number of concerns raised and allegations reported. It is very clear that a significant number of parishes and clergy are fully embracing their responsibility in the area of safeguarding and have engaged well with training and consultation. However, the challenge remains, perhaps more so for small and rural parishes, to find the best way to support them to understand and embrace safeguarding as everybody's business. This is essential to reinforce approaches to consistency across the diocese and the Church as a whole.

Whilst significant progress has been made in the range and frequency of training modules there is a long journey to ensure that all church office holders have completed the necessary training.

Now that the safeguarding function has settled in the HR department, governance structures strengthened, and the Diocesan Safeguarding Panel has adopted its Terms of Reference and has a new Independent Chair this enables the team to develop a quality assurance framework including key management information and performance indicators and developing a parish focussed self-audit tool to enable us to monitor and support practice at local level.

Arrangements are in place for interim cover upon John Nixon's departure from the DSA role in May 2018 whilst work is underway for the long-term recruitment for the DSA and Caseworker roles.

Additionally, whilst initial steps have been taken during the year to establish a culture of challenge and professional supervision within the central Safeguarding Team, there remains the need to identify how best to offer this across the diocese.

Whilst 2017 has seen some welcoming investment in resources as recommended by SCIE and the national Church, this will have to be kept under close review given that the wider spread of training, and the publicity associated with IICSA are likely to generate further contact with the Safeguarding Team.

In all of the activity during the year we have kept the focus on ensuring that the voice of survivors and those facing allegations shapes our decision making and action.

Reference documents:

[Promoting A Safer Church - House of Bishops Statement \(2017\)](#)

[Practice Guidance: Responding Well to Domestic Abuse \(2017\)](#)

[Practice Guidance: Responding to, assessing and managing allegations and concerns against church officers \(2017\)](#)

[Practice Guidance: Training & Development \(2017\)](#)

[Practice Guidance: Key Roles & Responsibilities of Church Office Holders & Bodies \(2017\)](#)

[Glossary Reference Document \(2017\)](#)

[West Berks LSCB Serious Case Review \(Feb 2017\)](#)

Appendix A

Safeguarding Panel Membership

Alison Beasley: Oxfordshire County Council
 Alison Webster: Social Responsibility Adviser, Diocese of Oxford
 Anne Lee: Oxford Deanery Representative
 Benedicte Titley: Parish Representative, Newton Longville
 Catherine Lane: Oxford Guild of Church Bell Ringers
 David Chapman: Parish Representative, Wokingham
 Edna Strange: Parish Representative, Aston and Cuddesdon
 Heather Llewellyn: Henley Deanery Representative
 Howard Llewellyn: Independent Safeguarding Panel Chair
 Ian Macdonald: Youth Adviser, Diocese of Oxford
 Ivan Reaney: Thames Valley Police
 Joanna Collicutt: Adviser, Spiritual Care of Older people
 John Nixon: Diocesan Safeguarding Adviser, Diocese of Oxford
 Josephine Stein: Survivor representative
 Judi Arnold: Parish Representative, Wokingham
 Linda Carpenter: Safeguarding & DBS Administrator, Diocese of Oxford
 Neil Dickens: Parish Representative, Stewkley, St Michael and All Angels
 Poli Shajko: Director of HR, Diocese of Oxford
 Rebecca Norris-Bulpitt: Safeguarding Assistant & Training Officer, Diocese of Oxford
 Revd Andrew Mackie: Parish Representative, Purley, St Mary the Virgin and Prospects
 Robin Sharples: School Link Adviser, Diocese of Oxford
 Rosemary Pearce: Diocesan Secretary, Diocese of Oxford
 Simon Ruff: National Probation Service Thames Valley
 Steven Buckley: Director of Communications, Diocese of Oxford
 The Rt Revd Andrew Proud: Lead Bishop for Safeguarding, Diocese of Oxford
 The Venerable Guy Elsmore: Archdeacon of Buckingham, Diocese of Oxford
 Yvonne Morris: Children's Adviser, Diocese of Oxford

Diocese of Oxford Safeguarding Team

The Rt Revd Andrew Proud: Lead Bishop for Safeguarding
 Poli Shajko: Director of HR
 John Nixon: Diocesan Safeguarding Adviser
 Rebecca Norris-Bulpitt: Safeguarding Assistant & Training Officer
 Linda Carpenter: Safeguarding & DBS Administrator

Appendix B

Diocese of Oxford
Safeguarding Training Figures

Table 1
Safeguarding Training Figures - Jan 2018

	Current Number	Number with training recorded	Number Remaining Require C Modules	Training Completed pre Sep16 Require C Modules		New Entrants			Core Modules Number training sessions required			C5 Number training sessions required		
				2018	2019	2018	2019	2020	2018	2019	2020	2019	2020	2021
Phase 1: Ordinands and LLMs in Training														
Ordinands	6	6	0	Move to Phase 2		6	6	6	Combine with LLMs in Training			Move to Phase 2		
LLMs in Training	30	19	11	Move to Licenced LLM		18	18	18	1	1	1	Move to Licensed LLM		
Phase 2: Initial Ministerial Education														
Curates (Stipend and Non-Stipend)	93	58	35	Move to CME		30	30	30	2	1	1	Move to CME		
Clergy and Lay Ministers														
Incumbents, House for Duty	325	263	62	141	54	30	30	30	7.5	3	1	0.75	2	7.5
SSMs	122	91	31	44	18	25	25	25	3.5	1.5	1	0.25	1	3.5
LLMs	277	153	124	65	16	10	10	10	6	1	0.5	0.75	2	6
PtO	526	66	460	35	13	65	65	65	19	2.5	2	0	0.75	19
Lay Leaders														
Parish Safeguarding Officers	532	49	483	26	14	65	65	65	19	2.75	2	0	0.25	19
Church Wardens	1127	3	1124	2	0	200	200	200	44	7	7	0	0	44
Employed Youth, Children's and Families Workers	100	36	64	16	10	20	20	20	3.5	1	1	0.25	0.25	3.5
Employed Pastoral Care Workers	16	1	15	1	0	3	3	3	0.5	0	0	0	0	0.5
Spiritual Directors	49	31	18	15	9	3	3	3	1.25	0.25	0	0	0	1.25
Authorised Listeners	11	11	0	0	0	0	0	0	0	0.5	0	0	0	0
Recruiters	328	109	219	61	18	15	15	15	10	1	0.5	NA	NA	NA

Table 1: Safeguarding Training Figures – Jan 2018

- Safeguarding Training Figures collated in Jan 2018.
- Core Modules delivered pre-Sep 2016 do not meet requirements from *Safeguarding Training & Development Practice Guidance (2017)*. Individuals will need to repeat required modules at 3-year refresher period.
- Number of training sessions required based on 30 participants at each session.

Table 2**Diocese of Oxford Safeguarding Training Provision 2017**

Safeguarding Training Modules delivered by Oxford Diocese in 2017	Number of Sessions Delivered	Number of Attendees
C0	E-Learning	201
Parish Safeguarding Training Sessions	16	411
C1 (Replace Parish Safeguarding Training Session from Oct 2017)	5	147
C1C2	3	27
C3	1	31
C3S1	13	172
Total	38	989

Table 3**Estimated Remaining Training Requirement for Safeguarding Modules 2018-2020**

Safeguarding Training Modules	Estimated Number Requiring Training 2018-2020
C0	8,100
C1	6,800
C2	3,900
C3	1250
C5	500
S1	1,100
S3	5,000

Table 4**Estimated Requirement for Safeguarding Modules not yet launched by NST**

Safeguarding Training Modules	Estimated Number Requiring Training
S2	5,200
S4	5,000
S5	2,300
S6	5,200
S7	20

Table 3 & 4

- Estimated Training Requirements based on figures from the People Database plus Parish Safeguarding Training Responses.
- April 18 - 50 out of 626 parishes had returned safeguarding training module requirements. Total parish responses for each module have been multiplied by 6 to estimate additional training requirement.
- For modules S2, S3, S4, S5, S6 estimated training requirement has been calculated on all roles stated as 'Essential' within *Safeguarding Training & Development Practice Guidance (2017)*.
- For S2, S4, S5 and S6 estimated training requirement includes 'Anyone holding the Bishop's licence, permission, commission or authorisation.' *Safeguarding Training & Development Practice Guidance (2017)* states that for this group 'it is for the Bishop, in consultation with the DSA, to determine by the requirement of the role whether this training is required' (2017). This could therefore reduce the training requirement.
- For S2, S3, S4, S6 significant training requirement from Leaders of children/adult activities, Pastoral Visitors, Parish Safeguarding Officers. These Specialist modules are determined as essential for most roles that require C2 training.