seagate Church

Seagate Safeguarding Training Policy

Version – 1.2

Date of publication – 15.10.2023

Date of review – 15.10.2026

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Seagate Safeguarding training policy

This document establishes the policy for Seagate Evangelical Church with regard to Safeguarding Training.

The following statement is taken from Seagate's Safeguarding Policy:

Safeguarding training
The Leadership is committed to on-going safeguarding training and development opportunities for all workers, developing a culture of awareness of safeguarding issues to help protect everyone. ***All our workers (with the exception of Café 141 staff) will receive induction training and undertake recognised safeguarding training on a regular basis.***

The Leadership will also ensure that children and adults with care and support needs are provided with information on where to get help and advice in relation to abuse, discrimination, bullying or any other matter where they have a concern.

Seagate's Safeguarding Policy has been written with the guidance of 31:8 www.thirtyoneeight.org and in line with that approach, this policy follows their guidance towards Safeguarding Training.

Seagate Trustees and Seagate Safeguarding Compliance Team have defined 'workers' in the above paragraph from the Safeguarding Policy as "all Seagate Elders, Trustees, Employed Staff, Volunteers in Leadership Roles (eg main leader of Jam Time, Job Club, Mainly Music etc)".

Formal training will be required to be undertaken by all Seagate workers (with the exception of Café 141 staff). Training for workers will be renewed every three years.

Record Keeping – records of when training has been completed for an individual and reminders for expiry dates will be managed at Seagate using our 31:8 Membership account (workers training records) and Church-Suite (3 yearly training reminders).

Training for workers at Seagate will primarily be delivered by a recognised organisation (eg 31:8). This can be completed via a formal training day at Seagate, joining another training day (eg a local training day by 31:8), or using an online training facility (eg 31:8's online package).

Seagate Trustees will provide the availability for the above training options taking into account individual availability, cost effectiveness etc.

Activity Leaders are required to consider the subsequent training requirements of their teams. This should take into account the nature of the activity, exposure of an individual team volunteer to risk, presence of formally trained leaders during the activity etc. This training can take place alongside other activity training/meeting that may already exist.
To comply with this point, the Seagate Administrator maintains a Training Needs Matrix that is periodically reviewed and endorsed by the Seagate Compliance and Safeguarding Team.