

Safeguarding Mandatory Training requirements for URC members and postholders

The following matrix is taken from the Safeguarding Training Framework S2 of the Current URC Safeguarding Good Practice 6 launched in October 2023

<https://urc.org.uk/wp-content/uploads/2025/09/S2-URC-Safeguarding-Training-Framework.pdf>

It provides a quick look-up to confirm how churches areas and Synod office can ensure that volunteers and staff undertake training commensurate with their role

Please see this full training framework for more details of the training requirements and composition of each course

| | Foundation | Intermediate or combined. | Advanced | Recommended Bespoke Modules |
|--|------------|---------------------------|----------|--|
| Synod Safeguarding Officers | ✓ | ✓ | ✓ | All |
| Line Managers of Synod Safeguarding Officers | ✓ | | | Line Manager training |
| Church Safeguarding Coordinators | ✓ | ✓ | ✓ | Spiritual Abuse Domestic Abuse Online Safety Safeguarding Children and Young People Safeguarding Adults Verifiers and Safer Recruitment Church safeguarding Coordinators E-learning this can be found here |

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| Deputy Safeguarding Coordinators | ✓ | ✓ | | Spiritual Abuse Domestic Abuse Online Safety Safeguarding Children and Young People Safeguarding Adults |
| Members of the General Assembly Safeguarding Committee | ✓ | | | |

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|---|---|---|---|--|----------------|
| Synod Safeguarding Committees and Reference Groups | ✓ | | | | |
| Active Ministers and CRCWs including retired ministers who meet the requirements of active ministry | ✓ | ✓ | ✓ | Spiritual Abuse Online Safety Safeguarding Children and Young People Safeguarding Adults Supporting Survivors | Domestic Abuse |

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|---|---|--------------------------------|--------------------------------|--|
| Synod Moderators | ✓ | ✓ | ✓ | All |
| Synod Clerks | ✓ | | | Safer Recruitment As directed by line management – please consider which bespoke modules are most relevant in your own Synod. |
| Synod Staff | ✓ | | | |
| Church House staff | ✓ | As directed by line management | As directed by line management | |
| Children's and Youth Workers including lead volunteers | ✓ | ✓ | | Safeguarding Children and Young People Online Safety |
| Regular children's and youth work helpers (working under supervision) | ✓ | ✓ | | Safeguarding Children and Young People Online Safety |

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| One-off or occasional children's and youth work helpers (working under supervision) | ✓ | | | | |
| Managers of children's, youth and Adult' workers | ✓ | ✓ | | Safeguarding Children and Young People Online Safety | |
| Adult Workers including regular volunteer helpers and Leaders. | ✓ | ✓ | | Safeguarding Adults Modern Slavery Drug and Alcohol Abuse and the links to Safeguarding Refugees and Asylum Seekers | |
| Volunteers for one-off events (Adult groups) | ✓ | | | | |
| Pastoral Visitors | ✓ | ✓ | Where visits include offenders managed by the church | Domestic Abuse Modern Slavery | Safeguarding Adults Supporting Survivors |
| Worship Leaders and Assembly Accredited Lay Preachers | ✓ | ✓ | | Domestic Abuse Supporting Survivors | Safeguarding Adults |
| URC Trustees and Synod Trustees | ✓ | | | | |

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| Elders as Trustees | ✓ | ✓ | If there is no Minister and if there is a managed offender in the church at least one Elder must undertake this level. | Elders as Trustees Supporting Survivors | Domestic Abuse Safeguarding Adults |
| Church Secretary | ✓ | ✓ | | Verifier and Safer Recruitment | |
| Chaplains and Ministers on the Roll in other roles | ✓ | ✓ | | | |
| Assembly Accredited Lay Pioneers | ✓ | ✓ | | Domestic Abuse Supporting Survivors | |

If a role is not mentioned, then the role holder must speak to their SSO for clarification on the level of training needed. Further clarification can be found in the flow chart. Please answer the questions regarding your responsibilities to determine the level needed.

Please note that there may be other bespoke modules relevant to your role so please consider what is appropriate in your own church. This will vary from church dependent on what groups you run or communities you may be involved with.

Bespoke Modules

These are available to ANY member of the church or role holder. Bespoke modules can be completed at any stage of a learner's journey once they have completed Foundation training and can be undertaken prior to other levels (i.e. Intermediate and Advanced) within the mandated framework.

The Modules are currently:

- Domestic Abuse
- Supporting Survivors
- Spiritual Abuse
- Drug and Alcohol Abuse and the links to Safeguarding
- Refugees and Asylum Seekers
- Safer Recruitment
- DDC Verifier training
- Modern Slavery
- Online Safety
- Protecting Children and Young People
- Safeguarding Adults
- Elders as Trustees

Dates for this training are circulated by the Central Team and each training will be available on Zoom. Bookings for this training can be made via the Church House Safeguarding Administrator. New modules will still be developed in line with feedback from the annual returns and in response to legislation or topical issues. All bespoke training will be reviewed regularly to reflect the current climate surround each topic.