



DIOCESE OF BRISTOL  
TRANSFORMING. TOGETHER.

2025

# SAFEGUARDING ANNUAL REPORT



# NATIONAL SAFEGUARDING STANDARDS



## 1. CULTURE, LEADERSHIP AND CAPACITY

Church bodies have safe and healthy cultures, effective leadership, resourcing and scrutiny arrangements necessary to deliver high-quality safeguarding practices and outcomes.

## 2. PREVENTION

Church bodies have in place a planned range of measures that, together, are effective in preventing abuse in their context.

## 3. RECOGNISING, ASSESSING AND MANAGING RISK

Risk assessments, safety plans, and associated processes are of high quality and yield positive outcomes. The assessment and management of risk is underpinned by effective partnership working.

## 4. VICTIMS AND SURVIVORS

Victims and survivors experience the timeliness and quality of Church bodies' responses to disclosures and their subsequent support as positively meeting their needs, including their search for justice and their healing process.

## 5. LEARNING, SUPERVISION AND SUPPORT

All those engaged in safeguarding-related activities within Church bodies receive the type and level of learning, professional development, support, and supervision necessary to respond effectively to safeguarding situations, victims and survivors, and respondents.

### Read more about the National Safeguarding Standards

[churchofengland.org/safeguarding/](https://www.churchofengland.org/safeguarding/)  
<https://www.churchofengland.org/safeguarding/national-safeguarding-standards>



# A message from David Niven

## Independent Chair, Diocesan Safeguarding Steering Group

**The Diocese of Bristol Safeguarding team have performed well in challenging circumstances. With the recent audit having been completed and found to be very good, the team have taken the useful recommendations and absorbed them into their work.**

The central task has always been to manage risk and monitor individuals in that category. Helping all parishes, employed staff, and volunteers understand how they can maintain the level of support is a key task, alongside training, education, and awareness-raising. So much attention this year has been focused on the national picture, with events almost constantly discussed in the media and at senior levels within the church, leading to much debate and speculation about the future structure of the service. Improving networking among other statutory and voluntary agencies within the diocese that focus on safeguarding was seen as very important to develop.



To this end, with the excellent support from the Cathedral, the Bishops enthusiastically supported efforts to hold an event in the Cathedral for most of the major agencies and key people in the region, with whom we would be working, and give the team an opportunity to demonstrate the work they do and where they felt that their work could be mutually compatible. This turned out to be very successful.

As you can see from the contents of this report, the quality of the people involved is excellent, and the detail and ambition that the safeguarding team provides are to be commended. The work the team does is fully supported by senior leaders in the Diocese, and they can be confident it will continue in the year ahead.

### **David Niven**

Independent Chair, Diocesan Safeguarding Steering Group

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# Executive summary

## Diocese of Bristol – Safeguarding Annual Report 2025

Safeguarding remained a central priority for the Diocese of Bristol throughout 2025. With heightened national scrutiny and continuing change within the Church of England, diocesan safeguarding arrangements continued to mature and strengthen.

An independent **INEQE** audit completed in 2024 assessed safeguarding arrangements as very good, and substantial progress has been made during 2025 to embed its recommendations across diocesan systems, governance, and parish practice.

### Governance, leadership and culture

Safeguarding oversight is provided by the Diocesan Safeguarding Steering Group (DSSG). Our intention is to pursue a multiagency membership, including statutory partners, Trinity College and Cathedral representatives and parish voices. Safeguarding is well supported by senior diocesan leadership and is increasingly understood as a shared responsibility. Collaboration across diocesan teams has strengthened our culture of transparency, challenge, and accountability.

### Prevention, training and parish engagement

A key focus during 2025 was prevention and parish support. The Diocese remains an early adopter of the Parish Safeguarding Dashboard and Safeguarding Hub, with increased usage across the year, reflecting growing confidence and capability among parishes.

The Safeguarding Team remained stable, providing consistent advice, training and casework support. Safeguarding training continued to be delivered in line with the Safeguarding Learning and Development Framework. Training compliance is actively monitored.

### Safer Recruitment and DBS

Safer recruitment arrangements remain robust. During 2025, 1,358 **DBS** checks were completed. Compliance levels for clergy, Licensed Lay Ministers and diocesan staff were consistently high. The remaining outstanding checks relate largely to the Parish Safeguarding Officers and Churchwardens, where local confirmation processes can be complex, continue to be actively followed up on as a priority.

## Casework, risk management and partnerships

All safeguarding concerns are recorded on the National Safeguarding Case Management System (NSCMS). The Diocese managed a significant level of safeguarding-related activity during the year, including advice, disclosures and allegations. The introduction of the national Managing Safeguarding Concerns and the Allegations Code of Practice in September 2025 sought to improve the clarity and consistency in responses.

At year's end, 19 active safety plans were in place, enabling individuals who present a potential risk to attend church safely and appropriately. These plans are regularly reviewed and supported by effective partnership working with statutory agencies.

## Victims, survivors and support

Supporting victims and survivors remains central to safeguarding practice. The Safeguarding Team maintained contact with individuals affected by abuse and facilitated access to therapeutic and pastoral support where required. Preparatory work continues for the forthcoming national Redress Scheme, alongside the development of survivor engagement work locally and regionally.

## Conclusion

Safeguarding arrangements within the Diocese of Bristol in 2025 demonstrate strong leadership, effective governance, improved parish engagement and a growing safeguarding culture. The Diocese is well-placed to respond confidently to national developments and to continue strengthening support for parishes, victims and survivors in the year ahead.

# Culture, leadership and capacity

Church bodies have safe and healthy cultures, effective leadership and scrutiny arrangements necessary to deliver high-quality safeguarding practices and outcomes.

## INEQE Independent Safeguarding Audit recommendations

Bristol was an early candidate in INEQE's 2024 safeguarding audit programme. Steady progress has been made in addressing each of the 40 recommendations, with the great majority having been considered and addressed in full or in progress at the diocesan, regional, or national level.

The 'Safeguarding Improvement Plan' can be found on the diocese website here:

[Diocese of Bristol: Safeguarding Improvement Plan 2024 PDF](#)

It is reviewed regularly by the Diocese Safeguarding Steering Group (DSSG). The audit of safeguarding arrangements across the whole diocese emphasises the importance of safeguarding as a strategic priority rather than a discrete workstream.

## Diocesan Safeguarding Steering Group (DSSG)

The DSSG meetings oversee safeguarding activity within the Diocese. There are standing agenda items, including national updates, performance metrics, and the Safeguarding Improvement Plan (which outlines the development work of the Diocesan Safeguarding Team (DST) and the DSSG).



**Janice Pearson**  
Safeguarding Co-ordinator, Clifton Diocese

In 2025, Clifton Diocese and Bristol Diocese agreed to support their respective Strategic Safeguarding meetings, so Janice Pearson, the Safeguarding Coordinator for the Clifton Diocese, joined the Diocesan Safeguarding Steering Group.

The aim of this closer working relationship is to improve safeguarding practices by greater information sharing and more developed learning.

This move is seen as a positive step by both the Clifton Diocese and the Bristol Diocese, and it has already prompted the two Dioceses to begin working together to organise an event for survivors of abuse.

Quarterly Metrics are provided at each meeting, along with updates on parishes' use of the Parish Safeguarding Dashboard. This has been particularly effective. These figures report on training, casework and DBS compliance levels.

During 2025 there has been increased focus on the work of other areas of the DBF and how this can collaborate more effectively with safeguarding. This has included work in the mission and ministry team around pastoral support and the work of the Diocese Board of Education with children and young people in churches.

## Membership and attendance

During 2025 there have been several changes in the membership of the DSSG.

Attended
  Apologies
  Not required

Name	Role				
Mr David Niven	Independent Chair	Attended	Attended	Attended	Attended
Geralyn Meehan	Director of People & Safeguarding	Attended	Not required	Apologies	Attended
Revd Lucy Cleland	Bishop's Chaplain	Attended	Attended	Apologies	Attended
Revd Adam Beaumont	Associate Archdeacon	Not required	Attended	Attended	Attended
Beverley Hodgson	Parish Safeguarding Officer (PSO)	Attended	Attended	Attended	Attended
Jan Coombes	Parish Safeguarding Officer (PSO)	Attended	Attended	Attended	Attended
Christopher Whitehead	Parish Officer	Attended	Apologies	Attended	Attended
Ben Silvey	Cathedral Chief Operating Officer	Apologies	Attended	Apologies	Apologies
Marianne Colio-Burdon	Avon and Somerset Constabulary	Apologies	Apologies	Apologies	Apologies
Alice Bennett / John Goddard	Local Authority Designated Officer (LADO), South Glos Council	Attended	Attended	Apologies	Apologies
<b>Trinity College</b> Revd Dr Sean Doherty Andrew Lucas Gillian Parkinson	Representatives for Trinity College Bristol	Attended	Apologies	Attended	Attended

Name	Role				
Emily Wren	Business and Partnership Manager, Keeping Bristol Safe Partnership				
Janice Pearson	Safeguarding Co-ordinator, Diocese of Clifton				
Hannah Sweetnam / Leanne Hubbard	External Relations				
Katheryn Caithness	Safeguarding Parish Support Officer (Notetaker)				
Adam Bond	Diocesan Safeguarding Officer				
Helen Styles	Deputy DSO/ Training & Dev				

## Guest attendance

Bishop Neil Warwick	Bishop of Swindon				
Charles Pitman	Regional Safeguarding lead, NST				

Safeguarding has been central to my professional life, beginning in nursing and midwifery and continuing within the Church.

What started in 2014 as temporary **DBS** support soon evolved into safeguarding roles expanding nationally. For the past six years, I have served on the **Diocesan Safeguarding Steering Group**, representing parish safeguarding officers within a multiagency context.

With strong support and training from the Safeguarding Team, I have seen a significant cultural shift in our parish, where safeguarding is now well understood and consistently acted upon.



**Jan Coombes,**  
Parish Safeguarding Officer

I am grateful to **Andrew Lucas**, my predecessor as **Designated Safeguarding Lead** at **Trinity College**, for ensuring a smooth transition in September 2025, and I was pleased to join the DSSG for the first time in January 2026.

I am also thankful to Jo Norman for taking on safeguarding administration, enabling me to focus on receiving concerns, responding to disclosures, and case management alongside **Sean Doherty (Principal and Deputy DSL)**. We have appointed trustee **Jon Scamman** as our Safeguarding Trustee, providing regular governance and oversight to keep safeguarding central to our Trustee priorities.

As a Leadership Team, we continue to address all National Safeguarding Standards, with particular emphasis on the first standard concerning Culture, Leadership, and Capacity, while maintaining the remaining four during this period of transition.

Strengthening our safeguarding culture remains a key priority, supported by valuable guidance from the National Safeguarding Team on fostering “radical candour” in our engagement with colleagues and students.



**Revd Helen Johnson,**  
Vice Principal (Formation) Trinity College, Bristol.

I've been part of the **DSSG since 2022**, and I represent the interests of the Parishes. I have been a worshipper and Parish Officer in the **St Mary and All Saints Benefice** in Fishponds, Bristol, since the late 1970s.

I bring to the Safeguarding group a whole career of experience in both children's and adult safeguarding, almost 40 years as a social worker and social work manager in London in the 1970s, and since then in Avon and Bristol.

My extensive parish and professional Safeguarding experience enables me to understand the impact of Safeguarding “on the ground” in the parishes, whilst also understanding, professionally, the importance of applying National Safeguarding standards and metrics in the most user-friendly yet most effective manner.

I aim to help the Diocese of Bristol retain its leading position in good practice in an area where, recently, poor practice has been very costly to the National Church.



**Chris Whitehead,**  
Parish Officer

# Prevention

Church bodies have in place a planned range of measures which together are effective in preventing abuse in their context.

Prevention remains a key function of the diocese, and support for parishes in their own preventive safeguarding work is central to the safeguarding team's work. Increased focus on safeguarding across the church has raised expectations and workloads within parishes, and it is always our aim to provide the best available support and systems to enable all our parishes to flourish in their safeguarding functions.

## Safeguarding staffing



**Adam Bond**

Diocesan Safeguarding  
Officer  
(4 days per week)



**Geralyn Meehan**

Director of People and  
Safeguarding  
(5 days per week\*)



**Katheryn Caithness**

Safeguarding Parish  
Support Officer  
(5 days per week)



**Esther Williams**

Safeguarding Case Worker  
(2 days per week)



**Helen Styles**

Deputy DSO/ Training & Dev  
(3 days per week)



**Nick Papuca**

Deputy DSO / Case Work  
(3 days per week)

**The team remained stable during 2025.**

\*As Director of People and Safeguarding, Geralyn's role is not solely dedicated to safeguarding.

**For general safeguarding queries:**  
[safeguarding@bristoldiocese.org](mailto:safeguarding@bristoldiocese.org)

## Parish dashboard and safeguarding hubs

As an early adopter of the parish dashboard across all parishes, the diocese's safeguarding team continues to be encouraged by the constructive and positive use of the dashboard in parishes. The safeguarding hub is a valuable resource developed by the Parish Dashboards team that provides parishes with a way to track and manage the safer recruitment of their volunteers and workers in one place. Parish use of the Safeguarding Dashboards and of the Safeguarding Hub for Safer Recruitment is monitored over the course of the year.

Parish Dashboard	31/12/2024	31/12/2025
Live Dashboards (Level 1-3)	161	162
Unowned Dashboards	0	3
Owned with no activity	12	6
Level 1	21	15
Level 2	55	45
Level 3	85	102

Safeguarding Hub	31/12/2024	31/12/2025
Unused Hubs	53 (29%)	38 (22%)
Owned Hubs	44 (24%)	42 (23%)
Live Hubs	77 (42%)	80 (46%)

**Over this past year, we have focused on National Safeguarding Standards One and Two.**

**Culture and leadership:** We continue to promote a culture of ‘informed vigilance’ and foster an ‘open door’ approach to encourage anyone to speak about their safeguarding concerns.

**Contact information** is displayed in each building, online and in the monthly printed Newsletter. Safeguarding is a standing item on the bi-monthly PCC Agenda, with a report submitted in advance.

**Prevention:** All relevant policies and procedures are reviewed and re-adopted as part of a 3-year rolling programme. We are considering how we can make these available to those receiving pastoral assistance, and also develop more child-friendly formats.

**Role descriptions** have been developed to support effective, safer recruitment to all relevant posts. Prospective volunteers receive a Welcome Leaflet and, on appointment, are given the Code of Conduct and the Safeguarding Policy and Procedures – with copies in each church and online.

In-person safeguarding training will begin in Spring 2025, and we are exploring how to provide ongoing supervision for volunteers. To support inter-denominational activities, we have developed a memorandum of understanding to determine and agree on respective responsibilities.

The designated safeguarding area on each church’s notice board has posters and information on modern slavery and domestic abuse, including the MU Rise Up initiative and Clare’s Law. Posters are also displayed in other locations where people ‘linger’.



**Bev Hodgson,**  
Parish Safeguarding Officer

# Service development

## Diocese

**Inductions:** One-to-one Safeguarding Inductions for Clergy and DBF Advisers/Officers continued during 2025. The DSO met with 6 new Incumbents across the diocese.

**Trinity College:** Trinity College in Bristol is the only Theological Education Institution (TEI) within the Diocese of Bristol. Support is provided to Trinity College with safeguarding issues, including advice and guidance on safeguarding arrangements within the College and safeguarding training for both staff and the student body.

### **Out of Hours/ Holiday Advice Access:**

An Information Sharing Agreement is in place with Thirtyone: eight to enable individuals from Parishes to access their 24-hour helpline and to provide urgent telephone advice during DSO leave. Requests for advice are shared with the Diocese, though we do not at present receive usage data.

[Thirtyone: eight home page \(thirtyoneeight.org\)](https://thirtyoneeight.org)



## Regional

### **South West Safeguarding Trainers Network:**

A network for safeguarding trainers in the Church of England Dioceses in the South West. The group has established itself and meets quarterly to provide support and share good practice across the region.

**Regional DSO meetings:** These are now held quarterly and facilitated by the Regional Safeguarding Lead.

**Regional Parish Support Officer Network Meeting:** A forum for support and sharing good practice across the five dioceses in the southwest.

# DBS and Safer Recruitment

Any role in a Parish that is eligible for a Disclosure and Barring Service Check should have one completed before a person is appointed to that role. Every parish has access to the **DBS** system provided by Thirtyone: eight, either directly or in one case through the Diocesan Safeguarding Team. The Safeguarding Team also works with the **DBS** Regional Outreach Adviser to provide workshops for the Parish Lead Recruiters covering **DBS** eligibility and use of the **DBS** Update Service.

All Church officers who are required to have a current **DBS** check should ensure it is renewed every 3 years.

## Outstanding DBS checks

Period	Metric	Clergy	LLM	DBF Staff	PSOs	Churchwardens
As at 31/12/25	Total number in role	313 <sup>∞</sup>	139	23	165	273
	Outstanding checks	0	0	0	35	40
	% outstanding checks	0%	0%	0%	*21.2%	*14.6%
As at 31/12/24	Total number in role	346	152	22	172	264
	Outstanding checks	1	8	0	19	39
	% outstanding checks	0.3%*	5.2%	0%	*11%	*14.5%

\*Some churchwardens and PSOs are signed up to the **DBS** Update service and have their checks reviewed in the Parish. On occasion, we are informed of the outcome, but not regularly or reliably, and so these figures are the “worst case scenario”.

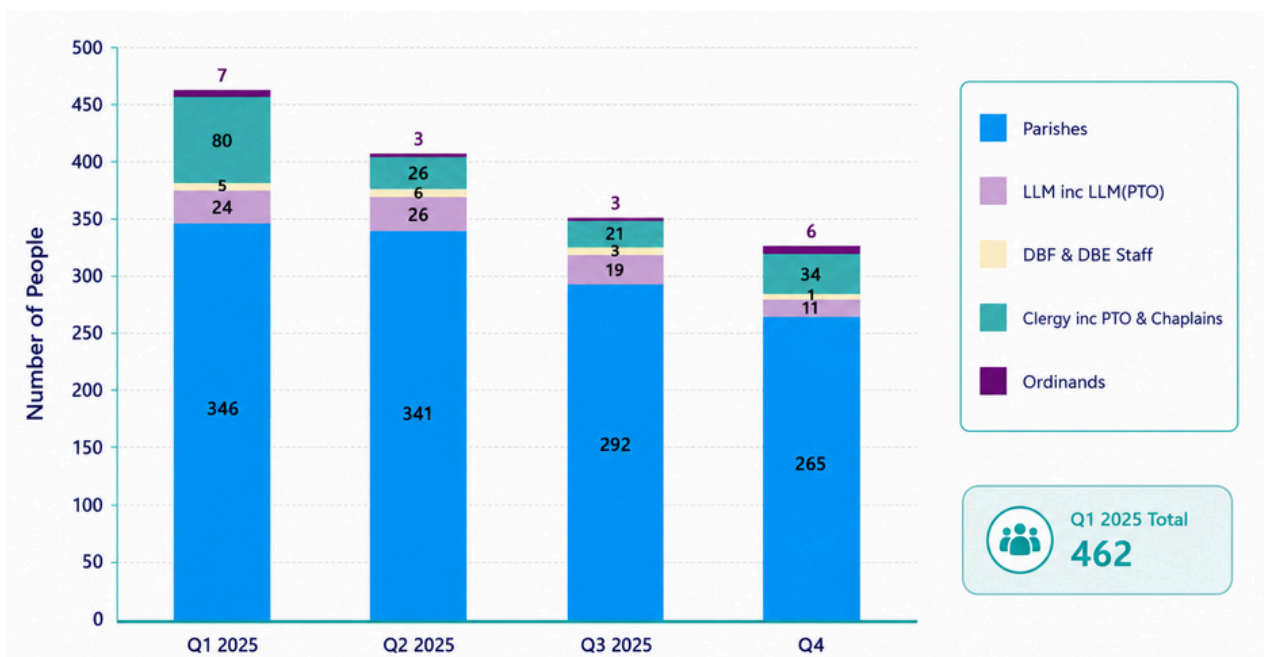
\*One clergy person is overdue with the Police and **DBS**. Application made in time.

The three-yearly cycle of Permission to officiate ended on 31/12/2025; those whose **DBS** or safeguarding training had lapsed, and their permission had been removed.

### Completed DBS Checks – 2025

A total of **1358 DBS** checks were completed during **2025**.

# Completed DBS checks



# Recognising, assessing and managing risk

**Risk assessment, safety plans, and associated processes are of high quality and yield positive outcomes. The assessment and management of risk is underpinned by effective partnership.**

## Case work

All cases are recorded on the National Safeguarding Case Management System (NSCMS). Where advice is sought from the DSO and is related to a safeguarding concern or has the potential to require a degree of intervention by the Diocesan Safeguarding Team or other types of queries, e.g. recruitment, **DBS**, policy, training, or signposting to services for parishioners.

During 2025, the safeguarding team recorded 210 new concerns on the casework management system.

A new code of practice for [Managing Safeguarding Concerns and Allegations](#) was issued and came into effect in September 2025.

## Safety plans

At the end of 2025, there were 19 active 'safety plans' in place, which enable those who may pose a risk of harm due to a history of relevant criminal behaviour to attend church in a safe and supported manner. These plans are subject to regular review.

# Categories of concerns raised by quarter from April 2025 to March 2026

Category	Apr - Jun 2025	Jul - Sept 2025	Oct - Dec 2025	Jan - Mar 2026
Adult Safeguarding - Physical Abuse	0	0	0	0
Adult Safeguarding - Sexual Abuse	0	1	0	2
Advice Given	23	15	21	18
Child Protection - Emotional Abuse	0	0	0	0
Child Protection - Neglect	0	0	0	0
Child Protection - Physical Abuse	0	0	1	0
Child Protection - Sexual Abuse	6	8	8	4
Concerning Adult Behaviour	11	9	11	17
DBS Related	3	1	3	2
Discriminatory Abuse	0	0	0	0
Domestic Abuse	1	0	1	3
Failure to meet Safeguarding Requirements	0	0	2	2
Financial / Economic or Material Abuse	1	0	0	1
Mental Health	5	3	3	2
Modern Slavery	0	1	0	0
Neglect	0	0	0	0
Organisational Abuse	0	0	0	0
Psychological Abuse	0	0	0	0
Self-Neglect	1	1	1	1
Spiritual Abuse	0	0	0	0



**REPORTING PERIOD**  
April 2025 – March 2026



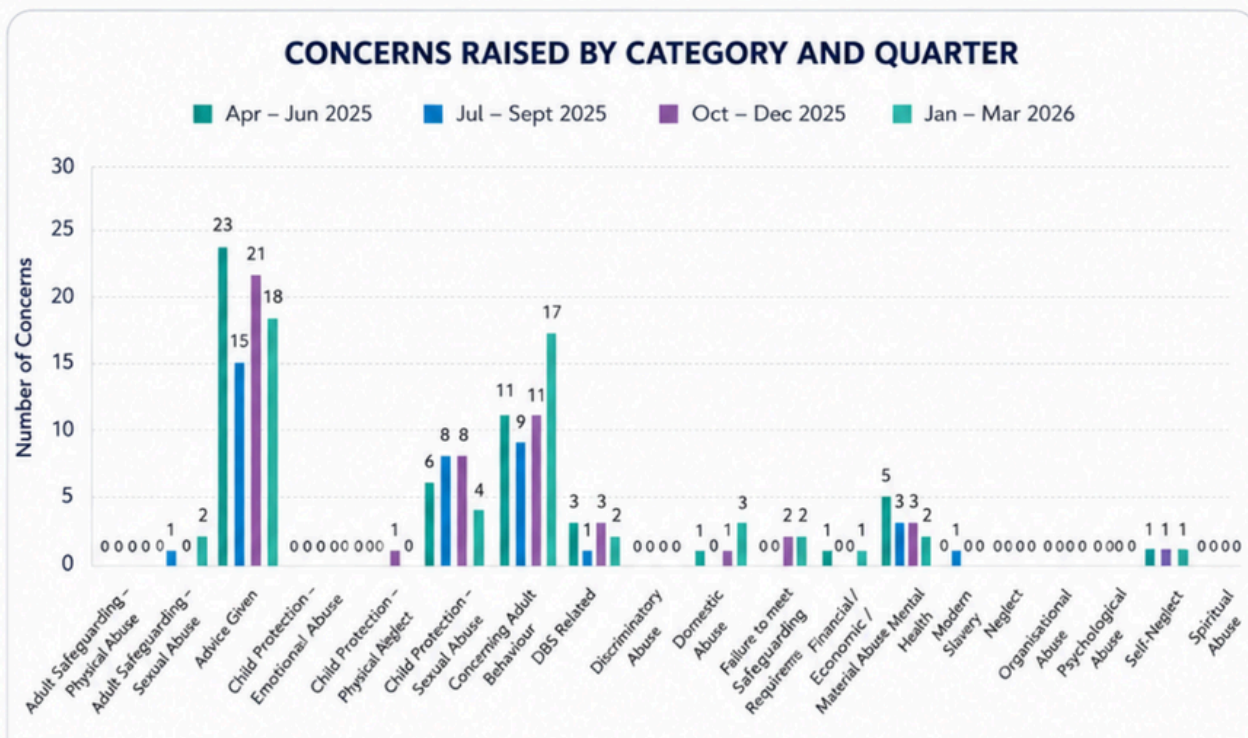
**TOTAL CONCERNS RAISED**  
**214**  
Across all quarters



**AVERAGE PER QUARTER**  
**54**  
Across all categories



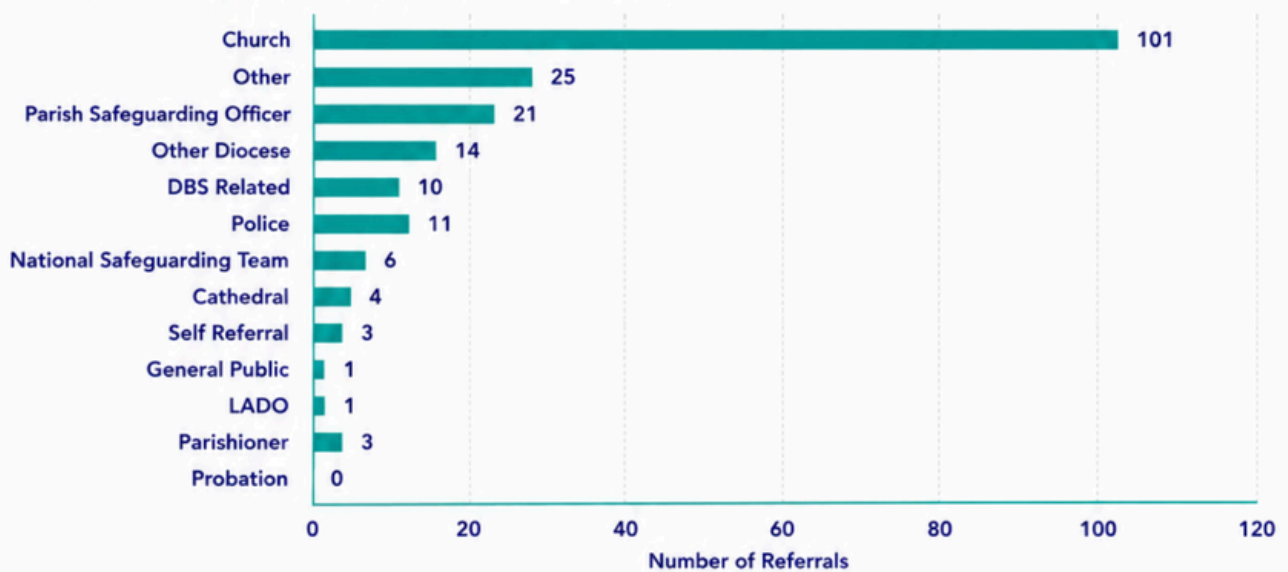
**CATEGORIES TRACKED**  
**20**  
Safeguarding concern categories



# Origin of new cases opened per quarter from April 2025 - March 2026

Source of Referral	Apr - Jun 2025	Jul - Sept 2025	Oct - Dec 2025	Jan - Mar 2026
Cathedral	1	1	1	1
Church	27	20	24	30
DBS Related	3	2	3	2
General Public	1			
National Safeguarding Team		3	2	1
LADO		1		
Other	7	3	10	5
Other Diocese	4	6	1	3
Parish Safeguarding Officer	5	3	4	9
Parishioner			3	
Police	2	2	2	5
Probation				
Self Referral	2		1	
<b>TOTAL</b>	<b>54</b>	<b>43</b>	<b>51</b>	<b>56</b>

## Total Referrals by Source (Apr 2025 – Mar 2026)



**TOTAL REFERRALS**  
 Apr 2025 – Mar 2026  
**204**

# Victims and survivors

**Victims and survivors experience the timeliness and quality of Church Bodies' responses to disclosures, and their subsequent support, as positively meeting their need, including the search for justice and helping their healing process.**

During **2025**, the Diocese's safeguarding team had ongoing contact with people who had experienced abuse in many situations. These include those who have been harmed by someone who is a church officer.

The Diocese safeguarding team has arranged for access to appropriate therapeutic support for a number of people who have been harmed within a church.

We continue to maintain contact with a small number of people seeking redress, and we anticipate the launch of the National Redress Scheme.

## **Survivor voice and engagement**

Effective support needs effective engagement with survivors and victims of abuse to ensure that the support provided is what each person needs. There cannot be a one-size-fits-all approach, and we will always seek to explore how best we can support individuals who are affected by abuse.

During **2025** and through **2026**, we will explore how we can collaborate with the Diocese of Clifton, First Light, and regional colleagues to ensure that support provided to survivors and victims is effective and consistent.

# Learning supervision and support

All those engaged in safeguarding-related activity in Church bodies receive the type and level of learning, professional development, support and supervision necessary to respond to safeguarding situations, victims and survivors, and respondents effectively.

## Safeguarding training

During **2025**, the Diocesan Safeguarding team has continued to provide the full range of core and specialist training as required in the **Church of England** Training and Development Framework (2021). The framework has been updated 2 and reissued with some changes to the requirements and delivery.

We have piloted the delivery of the safeguarding leadership course as a one-day in-person course rather than two separate sessions (in person and online) spaced a week apart. These have been well received, and we will continue to offer a variety of routes to access training. Domestic abuse training was revised during **2024**. We have continued to provide this training through face-to-face sessions where appropriate, rather than relying solely on online training.

In addition to the mandatory training, we have also provided or contributed to the following training:

- Personal Safety and Lone Working
- Mental Health First Aid
- Mental Health Awareness
- Deliverance Ministry
- Safeguarding induction for new curates
- Safeguarding for discernment candidates

Attendance numbers have remained strong, and participants continue to be well engaged. Senior leadership safeguarding training is delivered directly via the national safeguarding team. All those within the Diocese who are required to complete their training did so during 2024/25.

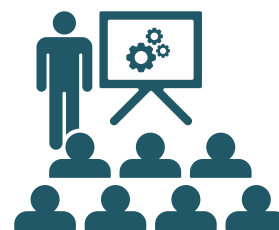
### E-learning courses

[Safeguarding Learning and Development Framework | The Church of England](#)

## Safeguarding training courses

The full suite of training available within the Diocese is as follows:

[Train The Trainer Bespoke Course | Suzy Lamplugh Trust](#)

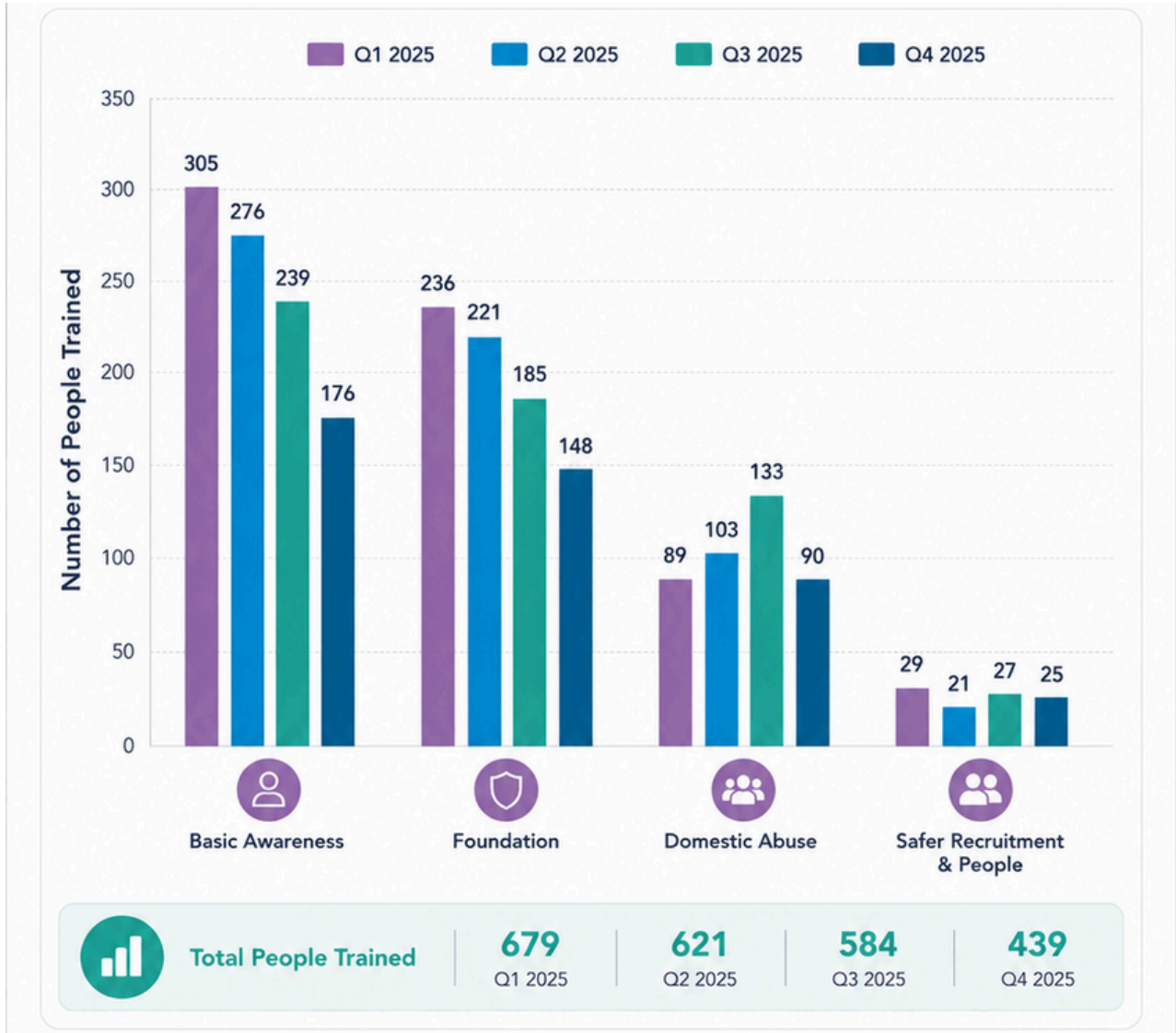


- **Basic Awareness** is a prerequisite for all face-to-face training and is recommended for all; it is available online via the safeguarding training portal.
- **The Foundations course** provides an introduction to safeguarding in a church context and equips participants with the skills and knowledge to know when and how to report concerns (available online via the safeguarding training portal).
- **Leadership equips** participants to embed safeguarding practices in their church leadership roles. It is a two-part course which includes pre-course requirements and post-course evaluation. It is also now available as a one-day, face-to-face course.
- **PTO Pathway** is a bespoke leadership training for any clergy or Licensed Lay Minister holding Permission to Officiate in the diocese.
- **Parish Safeguarding Officer Induction Pathway.** This course aims to engage and equip all Parish Safeguarding Officers with the information they need to complete the varied aspects of this important role. The course includes information on what to do in the event of a safeguarding disclosure, managing risk, safer recruitment, and the use of the parish dashboards.
- **Safer Recruitment and People Management** explores statutory legislation and guidance, as well as the House of Bishops' safer recruitment procedures, policies, and practice guidance (available online via the safeguarding training portal).
- **Raising Awareness of Domestic Abuse:** Exploring the nature and dynamics of domestic abuse, with a focus on church settings (available online via the safeguarding training portal).
- **Personal Safety** is an additional course offered to support clergy and other church officers whose roles often require working alone. Developed from training provided by the Suzy Lamplugh Trust.
- **Deliverance Ministry** is specific training for those authorised to perform Deliverance Ministry within the Diocese: **Deliverance Ministry - Diocese of Bristol**

# Online training

The online training provision comprises **Basic Awareness** and **Foundations**, **Domestic Abuse** and **Safer Recruitment**.

There is also a module available regarding Modern Slavery and Human Trafficking (this is not mandatory, so we do not track completion).



## Diocese of Bristol Training Overview 2025

Training Area	Q1 2025	Q2 2025	Q3 2025	Q4 2025
Basic Awareness	305	276	239	176
Foundation	256	221	185	148
Domestic Abuse	89	103	133	90
Safer Recruitment & People	29	21	27	25
<b>Total</b>	<b>679</b>	<b>621</b>	<b>584</b>	<b>439</b>

## Face to face and virtual training

We have continued to provide the Basic Awareness, Foundations, Domestic Abuse Awareness and Safer People Management face-to-face where required. This ensures that the training is accessible to all who need to complete it.

The leadership training is available on Zoom and in person. The Zoom option continues to attract higher booking numbers and attendance.

Course	Number of courses delivered	Participants
Foundation	5	60
Leadership Safeguarding	29	303
Domestic Abuse	3	30
PSO Induction Training	3	20
PTO Pathway	3	15
<b>Total</b>	<b>43</b>	<b>428</b>

## Monitoring and reporting

Monitoring of levels of training for those holding a Bishop's licence or permission to officiate, DBF staff and Parish Safeguarding Officers is reported at each DSSG meeting. Failure to complete Safeguarding training can result in suspension of a licence.

Period		Clergy	PTO	LLM inc LLM(PTO)	PSO
Q1 2025	Total number in role	221	124	150	172
	Number currently taking course	23	7	7	10
	Number with expired training	7 (3.2%)	7 (5.6%)	5 (3.3%)	43* (25%)
Q2 2025	Total number in role	217	122	141	168
	Number currently taking course	10	7	9	4
	Number with expired training	1(0.46%)	8 (6.5%)	7 (4.9%)	32* (19%)
Q3 2025	Total number in role	215	122	141	169
	Number currently taking course	7	5	20	2
	Number with expired training	1 (0.46%)	12(10%)	7 (5%)	25 (15%)
Q4 2025	Total number in role	219	101	139	166
	Number currently taking course	8	2	10	11
	Number with expired training	1(0.46%)	3(3%)	7 (5%)	26 (16%)

# Finance and Resources

## Budget

Description	2024 Spend	2025 Budget	2025 Actual Spend	Variance
	£	£	£	£
DBS Disclosure Costs	14,735.46	20,000	23,408.72	3,408.73
Safeguarding risk assessments & investigation	3,402.30	9,000	10,577.50	1,577.50
Safeguarding training	183.56	3,000	1,203.65	1,796.35
Safeguarding resources	13,587.60	6,000	8,686.95	2686.95
DSO & DSSG working expenses	5,382.93	12,000	5,041.82	6,958.18
Safeguarding Systems (Salisbury Project)	2,500	0	2,500	2,500
<b>Totals</b>	<b>39,791.85</b>	<b>50,000</b>	<b>51,295.91</b>	<b>1,295.91</b>

This is the operational budget for the Safeguarding team. It includes the costs of the Parish dashboard, Safeguarding Hub, and the National safeguarding case management system.

The Salisbury Project is expected to be completed in **2026**. It will enable the integration of **DBS** checks into **CMS** and the safeguarding hub, making certain administrative tasks easier for parishes that use the hub.

**DBS** checks were higher than usual, leading to an unexpected increase in costs. As well as more checks overall. Several complaints required external review, and support for victims of abuse (access to therapeutic support) is covered in the Safeguarding risk assessment and investigation budget line.

Overall, this has resulted in an unexpected budget overspend during **2025**.

# Glossary

- **DBF** - Bristol Diocesan Board of Finance Ltd
- **DBS** - Disclosure and Barring Service
- **DSO** - Diocesan Safeguarding Officer
- **DSSG** - Diocesan Safeguarding Steering Group
- **DST** - Diocesan Safeguarding Team
- **IICSA** - Independent Inquiry into Child Sexual Abuse
- **LADO** - Local Authority Designated Officer
- **LEP** - Local Ecumenical Partnership
- **LLM** - Licensed Lay Minister
- **PCC** - Parochial Church Council
- **PSO** - Parish Safeguarding Officer
- **PTO** - Permission to Officiate



## CHURCH SAFEGUARDING MATTERS

Creating safer churches • Protecting people • Building trust





## Contact

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