



Excellence in Safeguarding training

2022 marked a return to face to face Excellence in Safeguarding training and our teams of safeguarding trainers have done an amazing job in responding to high levels of demand for both Level 2 and Level 3 courses.

We continue to train approximately 10,000 church leaders and volunteers each year through a team of 150 safeguarding trainers working throughout England and Wales. Our thanks go to each and every one of our trainers, including the 25 new trainers who joined us during the year.

'The best safeguarding training I've ever attended – thank you'
'Feeling far more confident about what to do if there is a concern in our church'

Have you seen our new section on the BUGB website?

The safeguarding section of the website has been completely updated during 2022, and we hope that this makes it easier for churches to find all the information they need. As well as information on the IICSA review findings, there are great new resources for those with specific safeguarding responsibilities in church life.

'Just what we needed. This gave me the confidence to step into the DPS role at my church'

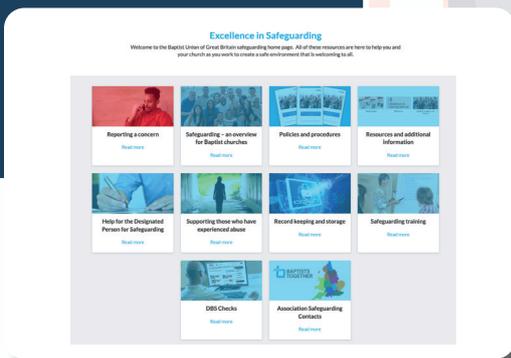
Support resources for those new to the Designated Person for Safeguarding role and for churches joining the Union

Two new packs are available through our Regional Safeguarding Leads: the New DPS Pack and the Safeguarding from Scratch pack. Both provide step by step guidance and helpful advice.

Safeguarding for LEPS

Effective safeguarding regularly involves working with other Christian denominations, and this year we have worked collaboratively with the Methodists, Church of England, Moravians and the United Reformed Church to produce new guidance notes for safeguarding in Local Ecumenical Partnerships.

Following on from its report into religious and faith-based organisations at the beginning of September 2021, the Independent Inquiry into Child Sexual Abuse published its final report in September 2022, which covered all of its findings from seven years of work. The National Safeguarding Team has reviewed the final report and its findings have been shared with the BUGB Trustee Board. All key proposals have been noted, and work continues to embed the best practice recommendations from both reports.



HR Support

Rachel Stone, our HR Team Leader, acts as a specialist adviser to BUGB churches and continues to provide support on a wide range of HR issues. Following on from Covid, there has been a noticeable increase in the number of churches needing to look again at their staff teams, with restructurings and redundancies sadly still taking place.

Helping churches to plan carefully and consult well with staff when change is needed has been a key part of our HR work during 2022 and this is likely to continue into 2023. More than 250 churches have used our HR advice service during the year, of which more than 100 have needed ongoing specialist help to work through challenging or complex staff situations through disciplinary and grievance processes, or in the light of potential tribunal claims.



During 2022, churches have continued to seek advice on understanding and applying good practice in the way they recruit, manage and support their staff.

Getting it right

We see that churches are keen to meet their legal obligations to their staff and want to make sure that they are complying with their responsibilities and duty of care. During 2022, churches have continued to seek advice on understanding and applying good practice in the way they recruit, manage and support their staff. This could be advice on recruitment and induction, managing ill health and absence,

HR policies and procedures

Alongside L08, our core guidance leaflet on employment, we have provided churches with templates for recruitment, performance management, sickness absence, training and development, equality and diversity, redundancy and restructuring. In 2023 we plan to share these through a new HR Hub available on our website.

Support for association teams

As well as church support, we provide HR support to association teams going through significant change. In 2022 this has included work on a new model staff handbook for associations, as well as hands-on support with team restructuring and team building. It is a privilege to be able to support our regional colleagues as their teams grow and change to meet the needs of churches.

