**REPORT FOR DIOCESAN SAFEGUARDING**

**ADVISORY PANEL: 09/06/2022**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** | **2020** | **2021** |
| New cases | 64 | 71 | 82 | 103 | 146 | 178 | 141 | **184** |
| Cases re-opened |  |  |  |  |  | 27 | 31 | **21** |
| Closed cases | 61 | 63 | 84 | 87 | 158 | 193 | 147 | **193** |
| Information and Advice consultations | 108 | 93 | 107 | 173 | 409 | 447 | 650 | **769** |

**YEARLY CASEWORK STATISTICS 01/01 - 31/12**

**CASEWORK STATISTICS**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Cases | 2021  Oct - Dec | 2022  Jan - Mar | 2022  Apr - Jun | 2022  Jul - Sep | 2022  Oct - Dec |
| Cases active at beginning of period | 53 | 55 | 52 |  |  |
| New cases since beginning of period | 33 | 29 | 12 |  |  |
| Reopened cases since beginning of period | 2 | 10 | 1 |  |  |
| Closed during the period | 33 | 42 | 27 |  |  |
| Total Active Cases at end of period | 55 | 52 | 37 |  |  |
| Information and Advice consultations | 138 | 220 | 198 |  |  |

The Diocesan Safeguarding Advisory Team provide advice, guidance, and leadership whenever concerns arise about the possible abuse of a child or adult at risk, in relation to allegations against church officers and where there are concerns in relation to adults posing a risk within congregations. Referrals include but are not limited to: disclosures from survivors of abuse (both current and non-current), allegations against an identified person, issues concerning a person who has been convicted of offences against children, safeguarding and welfare concerns raised by or about a member of a congregation, conduct issues relating to a member of the clergy, laity or volunteer, information arising from DBS applications, and so on.

**Risk Assessments and Safeguarding Agreements**

Number of safeguarding agreements at the beginning of 2021 was 49. During Jan - March 2022: 27

The church welcomes all, including those individuals who pose a potential risk to other people. Central to all safeguarding work is the holistic assessment of risk and the development of effective strategies to manage any identified risk.  This is often a complex process, involving liaison with partner agencies in the community, such as probation and the police.

At the end of 2021 there were 37 Safeguarding Agreements in place. The subject of the Agreement participates in this process and the Agreements are regularly reviewed and monitored. Where statutory agencies are involved, they participate in this process.

The purpose of such Agreements is to protect all within the church community, including the subject. All Safeguarding Agreements are now informed by the Church of England Standard Risk Analysis and Assessment Template (STRAAT) and all new cases are now assessed using this template.

Face to face meetings are now taking place to review safeguarding agreements.

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**DSAP Strategic Priorities**

The DSA team continue to work in partnership with the Peterborough Cathedral.

**DSAP Strategic Priorities 2022 are:**

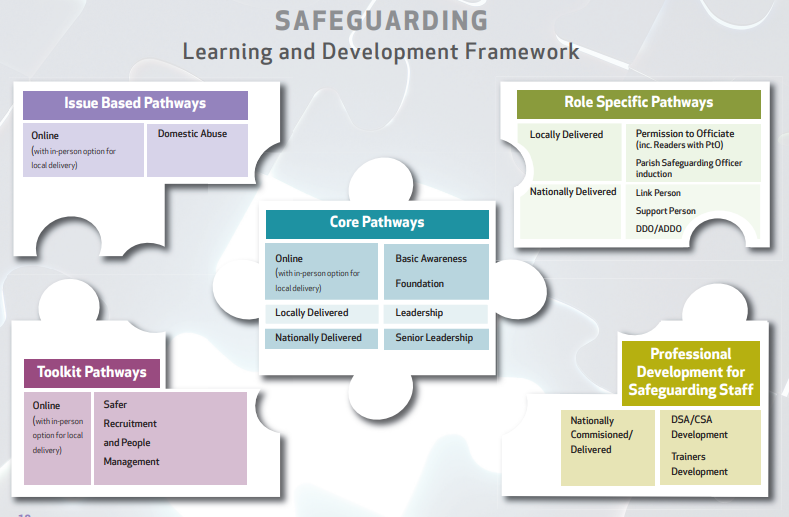
1. **Safeguarding Learning and Development:** To embed the National Training Strategy for 2022– 2024
2. **Parish Audit:** Roll Out of Parish Audit and use as a means of developing good practice, identifying areas for improvement and training needs
3. **Victim and Survivor Engagement:** With a focus on how best to identify and support using multi agency resources
4. **Prevention of Abuse from Happening:** Focusing on developing healthy relationships free of abuse

On 18/03/2022 at Diocesan Synod the national safeguarding policies were unanimously adopted by the Diocese

On 27/05/2022, our Diocesan Safeguarding Adviser, Bev Huff, left the team. Angie and Christine are now temporarily, taking responsibility for the day to day provision of the safeguarding function.

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**Safeguarding Learning and Development**



The Diocesan ‘Learning and Development Strategy for 2022-2024’ was ratified at the last DSAP meeting.

The changes for Learning and Development modules for 2022 incorporates our innovative development of training facilitation alongside clergy members and is true to the ‘fidelity’ of the model put forward by the NST.

**Jan – Mar 2022 training numbers:**

**Basic:** 163 on-line; 33 face-to-face

**Foundation:** 181on-line; 39 face-to-face

**Leadership Pathway:**

In January, the Leadership Pathway Training followed the ‘fidelity of the model’ and is now delivered in two sessions 2 weeks apart.

25 virtual sessions were offered (equating to 50 sessions due to the training being in two parts) and 1 face to face session took place at Bouverie Court. Of the virtual sessions 15 were cancelled due to insufficient numbers for the training. 71 people were trained

**Safer Recruitment (launched mid-July 2021):** 33 on-line

**Domestic Abuse Awareness (launched Nov 2021):** 353 on-line

**Volunteer Safeguarding Trainers:**

There are 21 volunteer safeguarding trainers who assist in offering face-to-face training for Basic and Foundation training modules, for those who find on-line training difficult. We have recruited a further 5 trainers as a result of promoting the volunteer trainer role in PSO forums.

* Two train the trainer events have been held in order to embed the basic and foundation training packages with our wonderful volunteer trainers. These workshops will enable participants to share their knowledge and experience of delivering the training. We hope that in sharing their reflections we can build upon the volunteers’ confidence and skills in delivering the packages and may encourage others to become volunteers.

**Parish Safeguarding Officer Induction/Drop-in:**

One Parish Safeguarding Officer Forum took place with an outside speaker in attendance. Moving forward, forums will be organised on at least a twice yearly basis. A monthly safeguarding drop-in takes place on the first Monday of every month. This has been very well received and attended.

**Diocesan Director of Ordinands (DDO) training**

Steve Benoy has been working with the NST and other key personnel to develop this module across all diocese.

**Training Requirements for DSAP Members**

According to the NST Safeguarding Learning and Development Strategy (2021), DSAP members are to complete Basic, Foundation and Domestic Abuse Awareness Training. *Some of the DSAP members will already have completed training relevant to their role within the Diocese.*

All of these are available on-line on [The Church of England Safeguarding Training Portal](https://safeguardingtraining.cofeportal.org/). We would very much appreciate your feedback following on from completing the Domestic Abuse course as we are collating responses in order to forward to the NST.

**Future Developments in Training and Development**

* Regular Parish Safeguarding Officer (PSO) inductions have taken place on an individual and group basis. These consist of welcoming the PSO to the role as well as providing information regarding resources, responsibilities and support mechanisms. Group PSO induction training courses in line with the NST material will be piloted in September. These will take the form of a 2 hour course with a maximum of 12 participants per session and will be offered to all PSO’s. The learning and feedback from the pilot sessions will be taken forward to inform a twice-yearly roll out.
* A further PSO forum has taken place in January, it was very well attended and positive feedback has been received. A further 2 forums will take place on June 14th and in November 2022. Thirtyone:eight will advise the forum on DBS matters. Further input around the dashboard, professional curiosity and responding to domestic abuse is anticipated.
* The new Leadership Pathway training has been rolled out since January 2022. A member of the Clergy has been involved in facilitating the theological element of the training. A review of how the new model is working was undertaken in March 2022. As a result of the review in March, the running of the sessions have been slightly changed due to the number of participants who expressed distress after watching the two part documentary Exposed: the church’s darkest secret. Originally this was part of the post-course homework. However this has now been moved to requiring the documentary to be viewed after the first session in order for participants to be given space to discuss the impact that the documentary has had in the second session. We are committed to using feedback to improve our training offering to ensure all attendees benefit.
* A number of face-to-face Leadership Pathway Sessions have been offered in 2022 beginning in June for those unable to access zoom. There is a plan to ensure that the Learning and Development Pathway is accessible to all.
* An initial ‘Safeguarding Training Newsletter’ has been distributed in February. There are plans to publish regular training newsletters updating the Diocese on training indicatives throughout the year. The next newsletter will be published in July in order to share updates following on from a review of training modules by NST.
* The team will be reaching out to Parishes, undertaking face-to-face meetings throughout the year in order to promote safeguarding and training.

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**Parish Audit and Governance**

[](https://www.bing.com/images/search?view=detailV2&ccid=dXebPMWm&id=1EE4D0D7435F994FFBCE7CF0F67F8D85475260DA&thid=OIP.dXebPMWmiRDrI6pig6ymwAHaIp&mediaurl=http://sd.keepcalm-o-matic.co.uk/i/keep-calm-and-love-audit.png&exph=700&expw=600&q=love+audits&simid=608049977647434789&selectedIndex=6&cbir=sbi)

The DSA team continues to provide advice and support to parishes in relation to safeguarding concerns, safer recruitment, good practice, and training. We have had one virtual Parish Safeguarding Officer / Benefice Safeguarding Officer (PSO / BSO) meeting in 2021 and one in 2022. Our PSO / BSO have largely welcomed the convenience of a virtual meeting and this has been reflected in high attendance at these events. The Diocesan Safeguarding Team would like to record here our appreciation for the vital contribution to safeguarding work by all PSO / BSO’s.

The DSA team works with parishes to support their compliance with Safeguarding Policy and Practice Guidance. There is a Safeguarding Dashboard software app (Dashboard App) that is available free of charge to all parishes. The feedback regarding the Dashboard from parishes has been very positive, with PSOs/BSOs reporting that it makes their role more straightforward and manageable. We continue to advocate that all parishes register for the Dashboard. We share the safeguarding Dashboard App information through training and newsletters with those parishes who are not using the App.

# **Dashboard Status - Numbers of Parish Dashboards**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Name** | **Unused** | **Level 0** | **Level 1** | **Level 2** | **Level 3** | **Total Live** | **Total All** |
| Northampton Archdeaconary | 52 | 29 | 36 | 44 | 30 | 110 | 191 |
| Oakham Archdeaconary | 55 | 23 | 28 | 32 | 25 | 85 | 163 |
| **Total** | **107** | **52** | **64** | **76** | **56** | **196** | **355** |
|  | 30% | 14% | 18% | 21% | 15% | 55% | 100% |

# **Dashboard Status - Numbers of Parish Dashboards to date 2022**

A spreadsheet has been created, which captures the current status of those parishes using the Dashboard App and those who have submitted / will be submitting a paper Safeguarding Audit under the Articles of Enquiry process. This allows the DSA to ascertain those parishes who have not submitted an audit nor are they on the Dashboard App.

The current safeguarding team have visited the Benefice of Badby and the 5 PCC’s within the Benefice to discuss safeguarding requirements and training. Further Benefice visits are planned during the summer months. We see this as a vital part of the safeguarding role in terms of bridging the communication gap between the Diocese and the Parishes.

**Audits to be completed by the DSA team:**

An audit covering 2021 was submitted at the end of March 2022.

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**Victim and Survivor Engagement**



A draft DSAP Victim and Survivor Engagement sub group was discussed in 2020 and was put on hold for discussions to take place with NST. Meetings with the DSA team and NST took place this year and the draft policy is now here for further discussion:



The NST are now offering ‘Support’ person training, for those who will be asked to support victims of church related abuse. A role description has not been written by the NST. There is a draft role description written by the DSA which is provided today for discussion regarding advertising and recruiting suitable volunteers for this role.

The DSA has discussed this with the Bishop and he is liaising with the Bishop’s Management Group to identify potential people who could perform the role and keep professional behaviour separate from personal feelings as this is crucial for this role to be effective. Once volunteers have been identified and recruited safely they will then undertake the ‘Support’ person training delivered by the NST. In the meantime, we will continue to offer support in the way that we currently do, through multi-agency working.

The DSA is currently involved in meetings with other Diocese to see how they are progressing survivor led support groups as well as identifying people to fulfil the role of ‘support person’ for any victims / survivors who are part of any safeguarding enquiry involving a church officer. Any information gathered through these meetings will be reviewed and best practice will be disseminated into our processes and guidance.

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**Preventing Abuse from Happening**



Prevention is one of the key principles of safeguarding and is one of the strategic aims set for next year.

More information will be provided for the next DSAP meeting. As a taster though, and something to look forward to, six themes have been identified so far and are being progressed:

1. Domestic Abuse advocate / NSPCC and DSA team provide awareness training: devise sessions to raise awareness with young people and other groups to in developing and maintain healthy relationships. To help recognise and prevent abuse from occurring.
2. CEOP (Child Exploitation and On-line Protection) / PoLIT (Police On-Line Investigation Team) and DSA Team provide awareness training: devise presentations to raise awareness on staying safe on-line and preventing abuse from occurring
3. Piloting ‘Safe Spaces’: As they do in Boots and other organisations, we will work with the charity ‘UK Says No More’ to offer safe spaces for victims of domestic abuse if they come to into church premises
4. Create a Domestic Abuse poster with tear off numbers of local and national domestic abuse helplines
5. Marriage Preparation document for clergy, this was delivered by the previous Diocesan Safeguarding Advisor before she left the Diocese.
6. Canon C4 process: The Bishop’s Chaplain and the DSA will discuss the Canon C4 process and look at template for questions to be considered and risk assessments. We will listen to a survivor of domestic abuse for advice / guidance on the template.

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**Other Matters**



* We will continue to liaise with the Diocesan Communications Officer to ensure our website content carries sufficient information on prevention, we are already promoting a new safeguarding email address: [safeguarding@peterborough-diocese.org.uk](mailto:safeguarding@peterborough-diocese.org.uk)
* At the last DSAP it was requested for enquiries to be made with the creator of the Dashboard App to see if those parishes who had responsibility for several Dashboards in a Benefice would be able to tick a box and information could be automatically populated across. This has been progressed and relevant changes made and communicated. Hopefully this will assist for those in parishes to make things more streamlined.
* The Diocesan Data Protection Officer (DPO) and the DSA met with a member of the Northamptonshire Police Information Sharing Unit so that an ISA can be drafted which allows for seamless and appropriate information sharing between our organisations.. Following the meeting an updated ISA is being written by Northamptonshire police Information Sharing Unit using the previous one that was agreed in 2018. There is a wider National project that the NST are overseeing with the National Police Chief’s Council regarding an ISA that all Diocese and Police Forces will hopefully sign up to, The Diocesan Data Protection Officer sits on the reference group for this work.
* The safeguarding team have had discussions with the diocesan DPO regarding the GDPR implications for the advice and guidance recording that is currently in place. These records include matters that are not relating to safeguarding, i.e. queries around what role needs particular training, DBS checks and parish support. It was agreed it would be useful to record the level of enquiries coming into the team, by category. However, the identity of the caller should only be recorded where the enquiry was related to a specific safeguarding concern.
* A meeting will take place with the new Chaplain at St Andrews Hospital, the safeguarding ISA will be discussed at this meeting as this is due renewal.
* Members of the DSA team have met with a member of Gen 2 and another clergy member to discuss learning material available on the NST portal in reaching out to children and young people. We are also helping to create a document for volunteers who work alongside Gen2 covering safeguarding.
* The Learning and Development Officer has meet with a member of clergy who has experience in creating learning pathways for people with dyslexia so that our training material can become more accessible and inclusive.
* The safeguarding team have liaised with the Communications Officer in regards to the information to be published in respect of PCR2.
* The safeguarding team have met with the Archdeacons to collaborate on improving the safeguarding culture within the Parishes.
* A NST safeguarding networking day was undertaken for 18/05/2022 in Peterborough. It was an excellent day which gave an opportunity to meet with DSA’s from all of the Diocese around the country. Discussions took place around the publishing of the PCR2, the consultation of the new Risk Assessment guidance, the redress scheme and victim and survivor engagement. In respect of ICCSA recommendation one, the NST have recruited three new Regional Safeguarding Officers, as of yet our area has not been allocated an officer.

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**Policy and Practice Guidance from the National Church**



All safeguarding work within the Diocese is undertaken within the context of Statutory and House of Bishop’s Policy and Practice Guidance.

New policies are available on the NST e-manual, which can be accessed here:

[https://www.churchofengland.org/safeguarding/safeguarding-e-manual](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fchurchofengland.us2.list-manage.com%2Ftrack%2Fclick%3Fu%3D50eac70851c7245ce1ce00c45%26id%3D3c71169422%26e%3D4fa00270eb&data=04%7C01%7Cjhirst%40stalbans.anglican.org%7C9d2932709bec4ce735ad08d93a46cc81%7Ca656b6c66da44f5b85fef56cfaffec9c%7C0%7C0%7C637604898573751581%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=LQwbVZCqILSmnFHyh6LIY%2Fo9MmWdCW7lB0PIIkVMk4g%3D&reserved=0)

All other guidance will be transferred from the national website to the e-manual in due course. Of note, there has been NST consultation processes for each of these policies which have proved to be very time consuming for the DSA, DSA team and some DSAP members, much of which is fed back which has little impact from the view of the DSA.

It is noted that safeguarding Guidance is issued by the House of Bishops under section 5 of the Safeguarding and Clergy Discipline Measure 2016.

Section 5 requires all authorised clergy, bishops, archdeacons, licensed readers and lay workers, churchwardens and parochial church councils to have “due regard” to safeguarding Guidance issued by the House of Bishops. A duty to have “due regard” to Guidance means that the person under the duty is not free to disregard it but is required to follow it unless there are cogent reasons for not doing so. ‘Cogent’ for this purpose means clear, logical and convincing.

Failure by a member of the clergy to have “due regard” to House of Bishops’ safeguarding Guidance is an act or omission which may constitute misconduct under the Clergy Discipline Measure 2003 (CDM). Failure by a Reader or lay worker to have due regard to House of Bishops’ Safeguarding Guidance would be grounds for the revocation of that Reader’s or lay worker’s licence by the Bishop, and failure by a churchwarden or parochial church council could result in an investigation being carried out by the Charity Commission and the churchwarden or PCC members being disqualified as charity trustees.

The complete list of current national safeguarding policy and practice guidance can be found here: <https://www.churchofengland.org/more/safeguarding/policy-practice-guidance>

If anyone has any questions about new policies they are being directed to the authors of the documents: Deborah McGovern: [deborah.mcgovern@churchofengland.org](mailto:deborah.mcgovern@churchofengland.org) and David Worlock: [david.worlock@churchofengland.org](mailto:david.worlock@churchofengland.org)

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**06 June 2022**