**DIOCESE of CARLISLE**

**SAFEGUARDING DEVELOPMENT PLAN 2019 -2022**

**October 2019 Update**

Our Safeguarding Development Plan picks up the six overarching policy commitments (themes) outlined in “Promoting a Safer Church”. It continues some of the priorities we set following our SCIE (Social Care Institute for Excellence) Audit in 2016 & combines them with priorities emerging from new ministries & models of Church. It includes our Cathedral whose Development Plan following the 2018 SCIE Cathedral Audit will constitute the eighth section of this document.

Two themes which involve the whole Diocesan (& Cathedral) family are the focus of this plan. These are “Promoting a safer environment & culture”, and “Safely recruiting & supporting”. We have also included priorities for diocesan Quality Assurance, Policy & Procedures development in sections 3-7.

The Plan is updated monitored on a quarterly basis by the DSAP (Diocesan Safeguarding Advisory Panel), by the Bishop’s Leadership Team & the Cathedral Chapter.

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| **Colour code** | **Progress** |
|  | On target |
|  | Further work to move this forward is required |
|  | Work has not yet commenced |
|  | Information/policy to enable work to begin not yet received |

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| **1. Promoting a safer environment & culture**  |  |  |  |  |  |
| 1a) Deliver our training priorities: |  |  |  |  |  |
| * Promote & ensure access to the Basic Awareness module (C0) on line
 | Training support staff | Volunteers completing C0 on line (In 2017, 549 volunteers completed C0 on line)  | In 2018, 696 volunteers completed C0 on line |  | The new Basic Awareness training module is now on line. We have publicised the link & guidance on the new website & a further briefing is going to incumbents, PSO’s & PCC Secretaries at end October |
| * Provide access Basic Awareness training face to face as required
 | Training support staff | Volunteers completing C0 face to face  | In 2018 we delivered C0 to 66 volunteers (4 parish groupings where internet access was an issue) |  | We will offer church communities the resources needed to deliver Basic Awareness of-line to local groups  |
| * Promote & ensure access to Foundation (C1) training on line
 | Training support staff | Volunteers completing C1 on line  | In 2018, 331 volunteers completed C1 on line |  | The new Foundation training module is now on line. We have publicised the link & guidance on the new website & a further briefing is going to incumbents, PSO’s & PCC Secretaries at end October |
| * Provide access to Foundation training face to face as required
 | Training support staff | Volunteers attending C1 (In 2017 we delivered C1 to 592 people face to face in the diocese & to 61 in the Cathedral) | In 2018 we delivered C1 to 694 people face to face in the diocese & to 16 in the Cathedral. We delivered a bespoke Foundation to 12 Opshop workers |  | We expect this to greatly reduce as the Foundation module is taken up on line, although face to face training will remain an option for local groups & we will offer them resources to support this of-line |
| * Recruit volunteer trainers where required to support delivery of the new Basic Awareness & Foundation modules face to face
 | Training support staff. Safeguarding Learning & Development Officer | Volunteer trainers will be in place to meet planned need | This is a new target for 2019  |  | This need will be clarified as an aspect of the parish audit now being completed. Support to local trainers will be part of the role of the new Learning & Development Officer |
| * Enable emerging Mission Communities to jointly deliver training
 | Safeguarding Learning & Development Officer. Training support staff | Those Mission Communities that wish to do so have put in place joint training | Mission communities are not yet sufficiently configured & supported to support joint training. This will be a target for 2020 |  | The revised training Guidance recognises the current Methodist Foundation & Leadership modules as equivalent to the Church of England Foundation & Leadership modules  |
| * Deliver Leadership (formerly C2 & C3) training to clerical & lay leaders
 | Safeguarding Learning & Development Officer. Training support staff | Volunteers attending C2 (In 2017 we delivered C2 to 165 people face to face) | In 2018 we delivered C2 to 274 people face to face in the diocese & to 34 in the Cathedral.We also delivered a bespoke package to 75 Readers & 32 clergy attended C3 |  | During the transition into the new modules we have commissioned 10 x C2 sessions between May & end October. Uptake has however been poor & this needs to be explored |
| * Clarify the appropriate level training required of clergy with Permission to Officiate
 | Safeguarding Learning & Development Officer with Bishop’s staff | As part of the review of PTO, the training requirement for each continuing PTO has been assessed & recorded  | This is a new target for 2019. Delivery will be a 2020 target |  | This was identified as a major deficit in our 2019 national return as we could not properly identify these clergy or their training requirements |
| * Deliver S3 on Responding to Domestic Abuse with ecumenical partners
 | Training support staff | Updated course content agreed with partners in CTIC when the course content in the new on-line module is known | This is a new target for 2019 |  | S3 will be reworked for on-line delivery at some point in 2019, but we remain committed to face to face training with partners. This will however have to be via volunteer trainers rather than a L&DO |
| 1b) Listening to Children & Young People |  |  |  |  |  |
| * Establish with the Network Youth Churches mechanisms to explore with young people how safe they feel in church settings & when necessary what changes we might make
 | Leaders NYC | Project established to start Autumn 2019 | This is a new target for 2019 |  | The meeting held with leaders of NYC for May focused on responding to the needs of young people – we need to set a date to begin this work |
| 1c) Strengthen Safeguarding in our Parishes  |  |  |  |  |  |
| * Ensure that each parish/group of parishes/mission community has a lay Parish Safeguarding Officer (PSO)
 | Archdeacons | The number of parishes with an identified lay PSO  | In 2018, 305 churchwardens were asked to confirm their parish had a lay PSO. 80% said yes & 5% said no |  | We have measured this using the annual Archdeacons’ Articles of Enquiry. The 2019 returns suggest that 237/247 had a lay PSO |
| * Ensure that each PCC receives at least annually, & each APCM, receives a report on safeguarding in the parish
 | Archdeacons Rural Deans | The number of parishes where the PCC & APCM has received a report  | In 2018, 305 churchwardens were asked to confirm a report was made to the PCC & APCM. 67% said yes & 11% said no |  | We have measured this using the annual Archdeacons’ Articles of Enquiry. The 2019 returns suggest that 231/247 had reported |
| * Ensure that each church displays the House of Bishops policy document, “Towards a Safer Church” & has signposted visitors to the church to safeguarding support services
 | Archdeacons Rural Deans | The percentage of churches subject to a Visitation where these can be seen | This is a new target for 2019 |  | Archdeacons check these as part of their Triennial Visitations. To report at the year end |
| * PSO’s have regular opportunities to meet the DSA for consultation across the rural deaneries
 | Archdeacons Rural Deans | A DSA drop in session is held at least annually in each deanery | This is a new target for 2019 |  | We have held or booked sessions in Carlisle, Windermere, Kendal, Barrow & Ulverston deaneries. There was no take up for the advertised Penrith session |
| * Focus on those parishes with significant training requirements
 | Learning & Development Officer | L&DO/DSA will have contacted those parish with most need or who haven’t returned audit detail | This is now a new measure for 2020 |  | The parish audit will enable us to identify these parishes more easily |
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| **2. Safely recruiting & supporting those with responsibility relating to children, young people & vulnerable adults** |  |  |  |  |  |
| 2a) Rolling out Safer Recruitment Training (S1) |  |  |  |  |  |
| * Make the training offer to Parish Safeguarding Officers (PSO’s)
 | Safeguarding Learning & Development Officer | The number of PSO’s trained | This was a new measure for 2019 & is deferred to 2020 |  | This target will be set when this module is made available on line |
| * Deliver training for licenced clergy
 | Safeguarding Learning & Development Officer | The number of licenced clergy trained | This is a new measure for 2019 |  | As above - this target will be set when this module is made available on line |
| 2b) Ensuring that DBS Checks are undertaken as part of Safer Recruitment |  |  |  |  |  |
| * Ensure that the number of DBS checks requested is in line with previous years
 | Diocesan Secretary | The number of checks made (baseline 2017 = 436 checks undertaken) | In 2018 we undertook 598 checks – including PCC members & Readers seeking re-licencing |  | We expect this figure to reduce from 2020 if we can encourage volunteers to sign up for the Update Service.  |
| * Focus on those parishes where no DBS check has been requested in the previous year
 |  | Parishes who have not requested a DBS check  | This is a new measure for 2019 |  | The parish audit will enable us to identify these parishes more easily |
| 2c) Ensure that Parishes are progressing Safer Recruitment |  |  |  |  |  |
| * Parishes evidence that they are aware of the recruitment processes they need to have in place & can show that they are progressing Safer Recruitment
 | Archdeacons | The number of parishes where this can be evidenced | This is a new measure for 2019 |  | The parish audit will enable us to identify these parishes more easily |
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| **3. Responding promptly to safeguarding concerns & allegations** |  |  |  |  |  |
| 3a) Ensuring that allegations against church officers are referred to the Police or LADO where necessary |  |  |  |  |  |
| * In all cases where necessary, allegations are referred to LADO or Police as laid down by practice guidance
 | DSAP Case Sub Group | Number of allegations appropriately referred | In 2018 we received one serious allegation against a member of clergy & one against another church officer. Both were referred to the LADO as per the guidance |  | We have had to refer one church officer to the LADO in 2019 & the LADO has referred church officers she has become aware of to us for assessment & monitoring  |
| * Ensure that all Safeguarding Agreements are reviewed within timescales
 | DSAP Case Sub Group | Number of Agreements reviewed within timescales  | During 2018 we had 11 continuing or new Agreements. 10/11 were reviewed within timescales |  | Our 2019 set-up meetings/reviews on 13 Safeguarding Agreements have been completed, all bar one within timescale. |
| **4. Caring pastorally for abuse victims/survivors & others affected by them** |  |  |  |  |  |
| 4a) Put in place revised systems for Listening & Counselling Support |  |  |  |  |  |
| * Review & replace the current arrangement for authorised listeners
 | Bishop’s Chaplain | New arrangements in place | This was a new target for 2019 & will be deferred to 2020 |  | The timescale for any revised recommendation from the Church nationally is unclear (the revision of “Responding Well...” guidance). Where necessary we have commissioned specialist counselling for survivors |
| 4b) Learning from Case Reviews |  |  |  |  |  |
| * Share & embed learning from reviews
 | Bishop’s Chaplain & Archdeacons | Cases reviewed & learning outcomes | This is a new measure for 2019 |  | We are due to hold a review but when this will commence is reliant on other processes |
| **5. Caring pastorally for those who are the subject of abuse concerns or allegations & others affected by them** |  |  |  |  |  |
| 5a) Learning from Allegations & Outcomes |  |  |  |  |  |
| * Sharing & seeking to embed learning from reviews
 | Bishop’s Chaplain & Archdeacons | Cases reviewed & learning outcomes | This is a new measure for 2019 |  | See above - we are due to hold a review but when this will commence is reliant on other processes |
| **6. Responding to those who may pose a present risk to others** |  |  |  |  |  |
| 6a)Making sure Safeguarding Arrangements are effective |  |  |  |  |  |
| * Safeguarding risk assessments are prepared for new Agreements and reviewed annually for continuing Agreements
 | DSAP Sub Group | The number of risk assessments & risk management plans prepared for the first time or reviewed in the year | During 2018 we had 11 continuing or new Agreements. 10/11 were supported by up-to-date risk assessments |  | We have completed the 2019 risk updates on all persons subject to a Safeguarding Agreement & the risk updates have been considered by the DSAP case sub group. One new assessment is to be reviewed |
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| **7. Implementing improved Policies, Processes & Quality Assurance** |  |  |  |  |  |
| 7a) E-Policies |  |  |  |  |  |
| * Updating our website to support e-policies
 | Comms. Manager | We offer quick guides & access to key policies | In 2018 we revised & updated our website to reflect all the practice guidance issued prior to end 2017 |  | The new national e-policy framework is now expected in late 2019 but there might be further slippage. In the meantime the diocesan website has been relaunched & the safeguarding pages simplified |
| 7b) Case Management |  |  |  |  |  |
| * Configuring a new electronic case management system
 | Admin. staff | System is in place & compliant | We had expected this in 2018 |  | We were advised that this will be commissioned nationally in mid 2019. We knew the likely platform & had arranged to see it but it is not yet available |
| 7c) Audit |  |  |  |  |  |
| * Undertake a parish audit
 | Archdeacons & Rural Deans | We can better evidence effective safeguarding in our diocese | This is a new target for 2019 |  | An audit has been launched to test our compliance with Training & Safer Recruitment guidance |
| * Prepare for a new Past Cases Review (PCR2) in 2020
 | Bishop’s & Church House staff | Our clergy blue files are compliant  | This is a new target for 2019 |  | We are reviewing & rebuilding compliant clergy blue files  |