**DIOCESE of CARLISLE**

**SAFEGUARDING DEVELOPMENT PLAN (2019 -2022) April 2021 Update**

Our Safeguarding Development Plan seeks to cover the policy commitments made in “Promoting a Safer Church” & to bed in some of the priorities we set following our SCIE (Social Care Institute for Excellence) Audit in 2016. It is complimented by our Cathedral Safeguarding Development Plan – agreed by Chapter - which takes forward key actions from the 2018 SCIE Cathedral Audit.

Two events however continue to dominate the development of safeguarding in our Diocese & Cathedral.

* Lockdowns & the closure of some churches leave us unsure about the scope of future church activities, funding & the numbers of volunteers. Lockdown has delayed key scheduled tasks such as the Past Cases Review (PCR2)
* The third IICSA Report into the Church of England is driving further structural & policy changes. Ongoing work at a national level will result in new allegations/risk management & safer recruitment policies, & a further move to on-line training as a norm. At a national level, an independent safeguarding structure, with a new trustee body responsible for safeguarding will take over central responsibility from bishops. There will be an interim arrangement for additional independent oversight of safeguarding, prior to the establishment of the new trustee body. DSA’s will become Diocesan Safeguarding Officers managed externally to the dioceses

|  |  |
| --- | --- |
| **Colour code** | **Progress** |
|  | On target |
|  | Further work to move this forward is required |
|  | Work has not yet commenced |
| **1. Promoting a safer environment & culture**  |  |  |  |  |  |
| 1a) Deliver our training priorities: |  |  |  |  |  |
| * Promote & ensure access to the new Basic Awareness & Foundation modules on line
 | Training support staff | Volunteers completing Basic Awareness & Foundation on line  | We need to collate any data on completion for 2020 |  | Once we have the outcomes of the 2021 Articles of Enquiry (detail of parishes with a PSO) & have clarified any changes to national training packages, we shall publicise the links & guidance on the website & a further briefing will go to incumbents, PSO’s & PCC Secretaries |
| * Deliver Leadership training to clerical & relevant lay leaders
 | To consider as part of new DSA/DSO role | Volunteers attending the Leadership module on line or in face to face sessions. To commence Spring/Summer 2021 | Face to face training ceased in early March 2020. 2 x e-modules were delivered in late 2020. There is now a backlog of those requiring refresher training |  | During the transition into the new training structure due Spring/Summer 2021 we commissioned 2 x pilot e-modules for Autumn 2020 delivery to new ordinands, Readers in training & new choir chaperones |
| * Clarify the appropriate level of training required of clergy with Permission to Officiate
 | Bishop’s staff | As part of the review of PTO, the training requirement for each continuing PTO has been assessed & recorded  | This was a new target for 2019/20 –deferred to 2021 due to lockdown.  |  | This was identified as a major deficit in our 2019 national return as we could not properly identify these clergy or their training requirements. We have now developed the process necessary to support this |
| * Deliver proposed new specialist modules in the new training framework
 | Training support staff | Delivery of updated courses | This will be a new target for later in 2021 |  | We are waiting to see the new modules due for roll out from Spring 2021. Core Leadership training will however be the priority for the new DSA |
| 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 2021 | This was a new target for 2019, to be progressed in 2021 - delayed due to lockdown & subsequent leadership changes & realignments |  | We need to set a date to begin this work as part of a larger initiative to QA the management, delivery & policies adopted by NYC & other workers with children & young people |
| 1c) Strengthen Safeguarding in our Parishes  |  |  |  |  |  |
| * Ensure that each parish/group of parishes/mission community has a lay Parish Safeguarding Officer (PSO)
 | Archdeacons Rural Deans | The number of parishes with an identified lay PSO measured by using the 2020 Enquiries as a baseline. Target is 100% coverage  | 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. Since lockdown began to lift, we do not know how many active PCO’s we now have. The 2021 Articles will tell us this |
| * 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 was not possible in 2020 |  | To rebook if possible from Summer 2021 |
| * Focus on those parishes with significant training & support requirements
 | Archdeacons & Rural Deans | Parish training needs & progress with safer recruitment is known | This was now a new measure for 2020. It was not taken forward during lockdown |  | It has proved difficult to collect this data in addition to the multitude of other returns required of parishes. It will be addressed as part of the initiative to collect better overall data on church officers |
|  |  |  |  |  |  |
| **2. Safely recruiting & supporting those with responsibility relating to children, young people & vulnerable adults** |  |  |  |  |  |
| 2a) Ensuring that DBS Checks are undertaken as part of Safer Recruitment |  |  |  |  |  |
| * Ensure that the number of DBS checks requested is as required
 | Diocesan Secretary | The number of checks made as compared to those required | In 2018 we undertook 598 checks – including PCC members & Readers seeking re-licencing. In 2019 we undertook 560, but this fell to 221 in 2020 (as PSO’s shielded & working a paper system became very difficult) |  | We still need to know how many *require* a DBS certificate. This will form part of the transition to a paperless DBS application process in 2021 |
| * Focus on those parishes where no DBS check has been requested in the previous year
 |  | Parishes who have not requested a DBS check  | This was a new measure for 2019. To progress 2021 |  | Knowledge of parishes in respect of training & safer recruitment will be triangulated with this detail |
|  |  |  |  |  |  |
| **3. Delivering key policy objectives** |  |  |  |  |  |
| 3a) Completing PCR2 |  |  |  |  |  |
| * Complete the review
 | DSA with Review Reference Group & auditors | Review signed off & return submitted nationally | N/A |   | The Review commenced 2 November & despite delays due to lockdowns, the fieldwork was virtually complete by Easter 2021. Reviewers will report draft findings to the DSAP in April 2021 |
| * Complete any required additional work thrown up by the Review
 | DSA, Reference Group & DSAP  | Review documentation signed off by reviewers | N/A |  | Some face to face reassessment will & follow up of historic incidents will not be complete until the summer |
| 3b) Putting in place new Safeguarding posts |  |  |  |  |  |
| * Review the job profile & person specification of the DSA/DSO post with reference to emerging national requirements, & recruit
 | Diocesan Secretary & Leadership Team | New arrangements in place Spring 2021 | This is a new target for 2021 |  | Completed – new DSA appointed & to commence June 2021 |
| * Consider options for 2021 training delivery
 | Diocesan Secretary & Leadership Team | New arrangements in place Spring/Summer 2021 | This is a new target for 2021 |  | This is ongoing |
| * Recruit a new Chair for the DSAP & supplement the current membership
 | Bishop of Penrith (Vice Chair) | New arrangements in place Spring 2021 | This is a new target for 2021 |  | We are as yet unclear how the remit of a DSAP might change in a new world, but need to progress this. A new Health member has been identified |
| 3c)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 | The number of active Agreements more than halved in 2020 |  | The new DSA will revisit these as she revisits the remaining Agreements |
| 3d) 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 |  | Our website was refreshed for lockdown but is due for review during April/May 2021 |
| 7e) Case Management |  |  |  |  |  |
| * Configuring a new electronic case management system
 | Admin. staff | System is in place & compliant | This is a national project for 2021 |  | Implementation timescale & implications unknown but are likely late 2021. It will link with development of a national people database for the Church |