

Report to: Diocesan Synod & Bishops Council	Date: 28 th February 2023 & 11 th March 2023	Paper/Item:
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Diocesan Safeguarding: Report from the Diocesan Safeguarding Adviser (DSA) to Diocesan Synod / Bishops Council.

1) Purpose:

1.1 This report advises the Synod / Bishops Council of key safeguarding developments during 2022 & of priorities for 2023.

2) Recommendations:

2.1 The Synod / Bishops Council is requested to note this report.

3) Background:

3.1 On 17 March 2018 the Synod adopted the revised suite of safeguarding guidance documents approved since 2015 by the House of Bishops. These new policies & procedures, to which we must have “due regard,” reflected the increasing & very public focus on the commitment to, and effectiveness of, safeguarding of children, young people & vulnerable adults in the Church of England.

3.2 During 2019 & 2020, the Independent Inquiry into Child Sexual Abuse (IICSA) focussed on the historic abuses committed in the Churches and on the necessary changes that need to be made. Implementation and delivery of these procedural & cultural changes will continue to be a safeguarding priority for 2023 onwards. In addition to this, the Past Cases Review 2 (PCR2) process completed in 2022 and there have been recommendations at both a national and diocesan level presented for consideration.

3.3 The learnings and recommendations from both the IICSA and the PCR2 reports have been noted and have already started to shape the key safeguarding objectives; Prevention & Improvement, Responding Well to Victims & Survivors of Church Related Abuse, Healthy Culture & Leadership, and Ensuring Effective Safeguarding Practice. The DSA suggests that these will underpin any strategic safeguarding plans in the diocese going forwards.

Analysis: Activities and updates from 2022

4) Diocesan Safeguarding Team:

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- 4.1 **Diocesan Safeguarding Adviser (DSA)** - the diocese continues to have one full time Diocesan Safeguarding Adviser – Joanna Van Lachterop.
- 4.2 **Safeguarding Administrator** – following a reorganisation of the administration team, a new part time safeguarding administration post was created. A recruitment process has recently completed, and Elizabeth Franklin has been appointed. Elizabeth commenced on Monday 20th February and will work 16 hours per week providing support to the DSA.
- 4.3 **Independent Diocesan Safeguarding Advisory Panel (DSAP) Chair** – Carol Holt continues in this role for her second year following her recruitment in November 2021.
- 4.4 **Safeguarding Trainer** – In order to meet the priority of providing, and demand for, safeguarding training, Jill Webb (Independent Safeguarding Trainer), continues to provide a service on a self-employed basis. Jill is an experienced trainer who also delivers training for the Diocese of Chelmsford and the Diocese of Durham.
- 4.5 There were some significant safeguarding lead internal changes in 2022 with the departure of the Safeguarding Lead Archdeacon Lee Townend. The Ven. Richard Pratt has since been appointed to this role. We also have a new Bishop of Penrith, Rt Rev Rob Saner-Haigh, who has been designated as the Safeguarding Lead Bishop. Both appointments have been welcomed by the DSA and DSAP as they both bring stability to our internal safeguarding structures and are actively engaged in bringing about positive change.

5) **DSA Case Work:**

- 5.1 **Safeguarding Enquiries:** The DSA receives queries on a daily basis in respect of various policy questions, safeguarding guidance, and training questions. These matters are dealt with as quickly as possible and usually require no follow up work from the DSA other than providing advice and signposting.
- 5.2 **Safeguarding Consultations:** Other regular queries involve providing advice and guidance on how to respond to information received in respect of vulnerable adults, or young people, in our church communities. Issues related to mental health, dementia, sexual, physical and financial abuse form the basis of many of these queries. These require more detailed support and can take longer to respond to. They also involve referrals to statutory agencies in some cases, liaison with other dioceses and provision of support to the church officer(s) responding directly with the concerns. Given they are not normally concerns being raised about our church officers, they are classed as a “Safeguarding Consultation,” but are all appropriately recorded in the DSA records. The time taken to resolve these matters varies from a few days to weeks. In 2022, the DSA opened, and worked on, 32 new safeguarding consultations.

- 5.3 **Safeguarding Cases:** The more complex queries that are received, which are predominantly in connection to a concern raised about a church officer or someone identified as posing a significant risk of harm, are classed as a “Safeguarding Case.” In 2022, the DSA opened 19 new cases. These included allegations of spiritual abuse, an allegation of sexual abuse, advice, and guidance on safer recruitment where issues had been flagged, a support plan being implemented for a vulnerable church officer, and concerns regarding a registered sex offender navigating their way into activities with children. All have required liaising with statutory agencies, and one met the threshold for a referral to the Charity Commission. Two of these cases involve church officers that have had allegations raised about them in more than one diocese and thus the DSA works alongside the National Safeguarding Team, and the other dioceses, on these cases to ensure a holistic response. Whilst some new cases have been closed, the DSA currently has 24 active cases which are all being progressed and reviewed. One of these cases involves a complaint of misconduct and is subject to Clergy Disciplinary Measures.
- 5.4 In cases where an allegation has been made against a church officer, the DSA arranges support for both the complainant and the respondent, in line with the Responding Well to Victims and Survivors of Abuse 2021 guidance. Diocesan Core Groups are also convened on these cases to ensure our response is in line with House of Bishops guidance. The diocese currently funds independent counselling for those who require it, and the DSA assists with seeking suitable professional services based upon the individuals needs.
- 5.5 In four of these 19 new cases, Safeguarding Agreements have been implemented in 2022 for parishioners who wish to worship in our churches but are perceived to pose a significant risk of harm to our congregation. These have all involved liaison with police and probation and the DSA works closely with each parish to ensure the perceived risk can be managed. We now have a total of 12 active Safeguarding Agreements in the Diocese of Carlisle. One of these is for a church officer. The DSA implements and reviews all Safeguarding Agreements and works closely with the statutory agencies and the local support groups to conduct a risk assessment, monitor risk and review as required.

6) Implementation of the Safeguarding Learning & Development Framework (2021):

- 6.1 In line with the Safeguarding Learning & Development Framework 2021, training of Clergy, Church Officers, volunteers, and elected members has been a priority in 2022 as it was recognised that we had a huge backlog in the diocese due to Covid. Significant progress has been made in the past 12 months with the development and delivery of the range of courses now available.

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- 6.2 The DSA has recently developed a Safeguarding Learning Pathways for Parishes (Appendix 1). This document should assist parishes to identify essential and recommended safeguarding training at a local level in line with guidance.
- 6.3 **Leadership Safeguarding Pathway** – This course is for all those who hold a Bishop's licence, Parish Safeguarding Officers, and Church Wardens. The diocese is encouraging ALL churchwardens to complete this level of training.
- 6.4 To date, 473 church officers have successfully completed the Leadership pathway since the initial roll out in December 2021. The DSA has been involved in co-facilitating 33 of the courses. This has been a significant demand upon the DSA's time but has provided the benefit of being able to raise the profile of the DSA and promote good working relationships within the diocese. Courses have been offered at weekends and during evenings to make them accessible for all. This delivery method is being modified this year to relieve capacity of the DSA and a second self-employed trainer is currently being trained to step in and cover the DSA for one out of two sessions.
- 6.5 6 new dates have been advertised for delivery in 2023 between January and March. All 6 courses are oversubscribed indicating demand is still high. Planning is underway for new dates from April 2023 onwards. The plan is to continue to offer a hybrid model of delivery with a combination of zoom and face to face courses being made available.
- 6.6 **Permission to Officiate (PTO) specific Leadership Pathway** – there were 46 successful completions in 2022 and numbers now requiring this pathway are low and thus courses are planned to meet the need of the diocese and are only offered virtually. Some who are eligible for the PTO pathway choose to attend the mainstream Leadership pathway so they can have face to face delivery. One course has been delivered in February 2023, and a further 7 participants completed this.
- 6.7 **Parish Safeguarding Officer Induction Course (PSO)** – Uptake for the course since implementing in 2022 continues to be good. It is aimed at both PSO's who are new to the role but also, those who have been in post for a longer time. Delivery is hybrid in that both face-to-face and virtual courses are available.
- 6.8 There has now been a total of 83 PSO's attend from across the diocese. Further courses will be offered in 2023, the first being in March, with a further 8 PSO's enrolled.
- 6.9 Feedback continues to be sought and evaluated. Majority of PSO's are finding the course empowering and feel supported by developing networks with other PSO's and meeting the DSA. It has identified a need for further development of support and network opportunities for our PSO's and this will be a priority for 2023 (see point 9.6).
- 6.10 **New PSO Induction Briefings** - In response to requests received from Clergy who wish to attend the PSO Induction course themselves (which has not been allowed), two

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briefings were delivered in November 2023. 16 members of clergy attended and appeared to be well received. Further briefings will be offered in 2023.

- 6.11 **New 'Train the Trainer' training – to deliver Basic & Foundation Safeguarding Course Face-to-face:** In response to identified need, a bespoke one-day 'Train the Trainer' course has been developed in the diocese to cover the material contained within the two modules, assist participants to develop their skills and confidence in delivering at a local level, and to provide them with the materials to facilitate this. Delivery of this course has led to a list of 'registered' trainers within the diocese which provides assurance that delivery at a local level is in line with national expectations and meeting the need of those requiring it at a local level.
- 6.12 Each participant was carefully selected upon experience of safeguarding and skill to deliver training. Three training events took place in October and November 2022, and we now have 34 registered trainers within the diocese.
- 6.13 Work is ongoing to develop the portfolio of 'registered' trainers who are willing to deliver within the diocese to get parishes up to date with these levels of safeguarding training. Participants have provided feedback on how far they will travel etc to assist with this project and ongoing support is being provided to them.
- 6.14 It has been noted that there is a deficiency of those 'registered' trainers in the Archdeaconry of Carlisle – just 4 of the 34. An additional date for 'Train the Trainer' course has been planned on Monday 13th March in Penrith. The Archdeacons have been asked to promote this to those deaneries where the deficit has been identified.

7) Independent Inquiry Child Sexual Abuse (IICSA) - Recommendations 1&8 / Regional Model Pilot project:

- 7.1 Further to discussions between the Diocese of Carlisle and the National Safeguarding Team, we were offered a place on the pilot pathfinder project which we accepted. The DSA felt it was important that we were involved in this project so that we can contribute to the implementation of recommendations 1 & 8 offering a rural perspective. Approval to be part of this project was given from both Bishop James and Bishop Rob.
- 7.2 The pilot went live in September 2022 and the Diocese of Carlisle has become aligned with the 'central' group which includes: The Diocese of Newcastle, Blackburn Cathedral, York Minster, The Diocese of Oxford, and The Diocese of Chichester. Julia O'Hara, formerly the DSA in York Diocese, is the Safeguarding Lead for the central group and she provides professional supervision to all DSA's in this grouping. The DSA currently receives professional supervision every 6 weeks, as well attending central group team meetings, pathfinder group sessions and engaging with research and evaluation tasks.
- 7.3 The main project work streams for Pathfinders in Stages 1 and 2 includes:

- i. Implementation of IICSA Recommendation 1 – transition from C/DSA to C/DSO role, including supervision of role by NST and associated changes to the organisational system, decision-making and governance arrangements.
 - ii. Piloting of a regional support model and central support model.
 - iii. Development and implementation of the Quality Assurance Framework and National Safeguarding Standards (including arrangements for independent external auditing, IICSA Recommendation 8).
 - iv. Clarifying the range of the safeguarding responsibilities of dioceses and cathedrals, what this means for different roles, and the structure and skill sets required for diocesan / cathedral safeguarding services. From this, developing an objective methodology for determining the resources dioceses and cathedrals need to deliver safeguarding to a good standard.
- 7.4 In addition, each pathfinder had to choose one of the first four areas of the draft National Safeguarding Standards to test and refine during the pilot. The options to choose from are: 1) Prevention, 2) Organisation culture, leadership, and capacity, 3) Responding to and managing risk and 4) Victims and survivors. With support from the DSAP, Organisation culture, leadership and capacity was selected for our diocese. Work is underway to assist with evaluation and developing ways of implementing and measuring these standards (see Appendix 2).
- 7.5 Additional training for all DSA's involved in the pathfinder is mandated including Professional Supervision training in London. Travel & accommodation is covered by the NST.

8) Past Cases Review 2 (PCR2):

- 8.1 As a reminder, the PCR2 process was launched in 2019 and involved independent reviews of the files of all 42 Anglican dioceses to ensure that all known cases of concerns, about the behaviour of clergy and church officers towards children and vulnerable adults, have been dealt with appropriately. Work has been underway to implement the recommendations made in our local diocesan PCR2 report which highlighted the following areas of improvement being required:
- i. Consistency with our responses to complaints and concerns.
 - ii. Improvements to recording of safeguarding concerns throughout the diocese.
 - iii. The way we respond to complainants of, and victims / survivors of clergy abuse.
 - iv. There is a limited insight into what happening in the parishes in respect of safeguarding. Recommendations include expansion of the current Safeguarding Team, particularly to provide more support to Parish Safeguarding Officers.
 - v. Interpretation and understanding of those who are deemed vulnerable. The key message for this is that the criteria for meeting the threshold for a safeguarding referral depends on the adult being classed as vulnerable. This can discount a lot of adults who in normal circumstances may not be considered vulnerable but, are made to feel vulnerable with the treatment they are experiencing.
 - vi. Chronologies of DSA files.

- vii. Working in partnership with other agencies. Passing on and reporting concerns to Statutory agencies who have the expertise to investigate and may have important intelligence to share.
- 8.3 In addition to the local PCR2 recommendations, The PCR2 National Safeguarding Report was published on 5th October 2022. This highlighted 11 areas for improvement nationally with 26 recommendations. Many of these were for the NST but there were several that require implementation at a diocesan and parish level. Notably, recommendation 26 is: *“All church bodies to raise awareness of domestic abuse, including the understanding of the harmful impact of domestic abuse on children.”* The DSA has identified this as a key area of development in 2023 (see point 9.7).

9) **Analysis: Priorities and development for 2023:**

- 9.1 **Strategic Safeguarding Development Plans** – to be updated taking into account the following: IICSA, local PCR2 and national PCR2 recommendations, implementation of the new Responding Well to Victims and Survivors of Abuse 2021 and locally identified development needs including support, recognition and training for our Parish Safeguarding Officers. This piece of work was scheduled for December 2022 but has been delayed due to DSA capacity.
- 9.2 **Implementation of the Parish Safeguarding Dashboards (PSDs)** – this will provide support to our parishes in assuring all safeguarding policies and procedures are being adhered to make administration and governance simpler for everyone. An implementation plan is being developed and it is anticipated we will roll it out in a staggered approach with one PSO in each deanery being identified as early adopters to identify any issues before rolling out on a larger scale.
- 9.3 **Case Management System** – It is recognised that the introduction of a National Safeguarding Casework Management System (NSCMS) is an integral part of the Church’s journey to make the church a safer place and, record keeping has been identified in our diocesan PCR2 as an area for improvement. The diocese has now registered an interest in becoming part of the Phase 2 adoption of the national MyConcern NSCMS and are scheduled to attend an Initial Engagement Session in March. This will be an opportunity to find out more about the system, including its benefits, and the preparation required by the diocese and the safeguarding team for a smooth transition to an electronic case record system.
- 9.4 **Development of a Victim Survivor Strategy** - Implementation of Responding Well to Victims and Survivors of Abuse (2022) guidance is well under way in the diocese and further work at a national level is ongoing to develop a victim / survivor charter. A clear strategy is now required at a diocesan level to assist anyone, who wishes to come forward to report abuse, to understand the process and the support that will be available to them. This piece of work was scheduled for completion in late 2022 but has been delayed due to DSA capacity.

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- 9.5 **Training Needs Analysis** - Implementation of a Training Programme in the diocese remains a priority to ensure ALL church officers are trained to the appropriate levels in safeguarding. The DSA has recently completed a safeguarding training matrix to assist parishes in identifying the appropriate level of training required by church officers at a parish level. This will be circulated shortly. In order to provide the required programme of training delivery going forwards, a training needs analysis will be completed.
- 9.6 **Support, Recognition and Development of Parish Safeguarding Officers (PSO)** – Our PSO's are the foundations of safeguarding in this diocese and play a significant part in creating a safer church for all. The PSO induction course will continue to be delivered to all whom require it to provide guidance on their role and empower them to implement policies and procedures at a local level. It has also provided a networking opportunity and all participants have assisted with an evaluation process to identify what further support they would like to see implemented. This information needs to now be collated to assist with planning for 2023. We now have a PSO representative on the DSAP and several PSO's who have already indicated they are willing to be early adopters of the PSDs. Future include provision of PSO drop-in sessions with the DSA, quarterly zoom calls with updates, and a 'garden party' to say 'thank you' for all they do.
- 9.7 **Implementation of recommendation 26 of the national PCR2** - The 'Raising Awareness of Domestic Abuse' safeguarding course was launched in November 2021. This is available via the Safeguarding Portal online only. Several requests to deliver this in person have been received but the DSA does not have capacity. The delivery of face-to-face domestic abuse training is an area of development highlighted for 2023 and a pilot is planned for April and June. The DSA also needs to work with Bishop Rob to develop implementation and has a few ideas!

J Van Lachterop

Joanna Van Lachterop

Diocesan Safeguarding Adviser

20th February 2023

Appendix:

- 1) *Safeguarding Learning Pathways for Parishes.*
- 2) *National Safeguarding Standards and Quality Assurance Framework – Culture, Leadership and Capacity.*