

Past Case Review 2

Executive Summary Report

September 2022



Diocese of Southwell & Nottingham

PCR 2 Report - Key Points

PCR2 was designed to enable each of the 42 dioceses in the Church of England to take a proactive approach in identifying cases of concern.

PCR2 commenced in the Diocese of Southwell and Nottingham in January 2020.

The scope for inclusion in PCR2 was any safeguarding concern relating to a church officer in post at any point between the beginning of 2007 and the end of 2020, although the concerning behaviour could and often did pre-date 2007.

1872 files were reviewed relating to 997 individuals made up of Clergy and Licensed Lay Ministers (current and retired), Chaplains, diocesan personnel with direct contact to children or vulnerable adults as part of their role.

The information received from parishes identified 14 individuals who were not previously known to the diocese. A further 7 individuals, already known but where a new concern was recorded.

The independent reviewers found that there had been general improvement in the quality of safeguarding work across the diocese over the 13 years, that reflected the wider journey which the Church of England has been on since 2007.

There is a strong commitment from the diocesan bishop and the senior leadership to further strengthen and develop the safeguarding service

Past practice across the diocese and parishes lacked structure and consistency of approach.

Reviewers identified good practice which the diocese was encouraged to ensure was implemented at all levels.

A total of 22 recommendations were made in the areas of Policy, Structure and Practice.

A survivor engagement strategy was devised and approved for implementation from the beginning of the PCR2 process and has evolved as the different stages of the process were completed.

A report from the Diocesan safeguarding Advisory Panel will be presented to the Diocesan Synod which will consider the local recommendations alongside those within the national oversight report.

The PCR2 Action Plan will be central to the ongoing DSAP business plan over the next 3-5 years and will shape the work of the Diocesan Safeguarding Team

The Diocese of Southwell and Nottingham Past Cases Review 2

Foreword by the Bishop of Southwell and Nottingham

Attending to the needs of the most vulnerable people in the church and beyond matters so much to God that it is at the heart of our discipleship and integral to the mission of his church. We must therefore keep working and learning together to strive for excellence in safeguarding. This should be everyone's responsibility; we all have a part in this, not just bishops, safeguarding advisors and clergy but congregations and members of the public as well. It must be part of the good news of the Holy Spirit of God at work in the church.

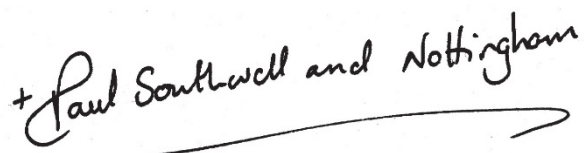
Foundational to this, the Past Case Review 2 has been an extensive piece of work across the Church of England and is a key step to making our churches a safer place for all. The Past Case Review 2 (PCR2) in the Diocese of Southwell and Nottingham was conducted in 2020 and 2021 and the full report was received by the national church in December 2021. Following its submission, I asked the independent chair of the Diocesan Safeguarding Advisory Panel to produce an executive summary report. I warmly commend and endorse this executive summary.

I would like to add my thanks to all those who took part in the PCR2 process, in parishes and the diocesan offices to provide the information upon which the independent reviewers reflected. But I want to thank in particular those with lived experience of trauma through the church who so courageously came forward and contributed to this process. Their input is vital as we continue the journey of improving our response to all who have suffered through the actions of clergy, lay ministers and other church officers. All forms of abuse are abhorrent, and I am committed to ensuring that the diocese is able to respond to all those who come forward with concerns, so we can learn from past experiences and ensure our future response is shaped by the experience of survivors.

I have already written to the national church to welcome and accept the findings and recommendations of this review and affirm my commitment to ensuring that the diocese continues to implement all recommendations.

This is an ongoing process of learning and improving. Mindful that there might be people who were not involved in this PCR2 review and yet who still have a story to tell, I would want to encourage you to come forward. There are people ready to listen to you in confidence and to support you. You can do this by contacting the safeguarding team on 01636 817200 or email them using safeguarding@southwell.anglican.org or through the website <https://southwell.anglican.org/contact-safeguarding> If you wish to speak to someone outside of the diocese you can find the contact details of a number of external organisations on the diocesan website or you can contact Safe Spaces 0808 1629 111.

I continue to hold in my prayers all who have experienced the trauma of abuse and I commend this report to you.

A handwritten signature in black ink that reads "+ Paul Southwell and Nottingham". The signature is written in a cursive style and is underlined with a long, sweeping horizontal line.

The Rt Revd Paul Williams

Past Cases Review 2

Diocese of Southwell and Nottingham

Executive Summary Report

Introduction

This is the second Past Case Review (PCR2) undertaken by the Church of England. It was agreed following concerns in 2015 that the original Past Case Review 2007-2009 had not sufficiently considered the full range of concerns, having examined only those files held at a diocesan level and only reflecting concerns relating to the protection of children.

PCR2 was designed to enable each of the 42 dioceses to take a proactive approach in identifying cases of concern and evaluate the safeguarding responses, including both adult and child safeguarding concerns. The aim was to be confident that:

- all known safeguarding cases have been managed correctly and reported to statutory agencies or the police where appropriate
- the needs of any known survivor have been considered and that sources of support have been identified and offered where this is appropriate
- all identified risks have been assessed and mitigated as far as is reasonably possible.

PCR2 commenced in the Diocese of Southwell and Nottingham in January 2020, with a mandate from the Diocesan Bishop, Paul Williams, that all parishes were to participate and present safeguarding files for review or confirm that they did not hold any files. Every parish submitted a form confirming what details they held as did the Cathedral, Religious Community and the Theological Training Institution located within the diocese. The files were audited by Independent Reviewers with specialist knowledge and experience in safeguarding. The national Covid-19 pandemic and associated restrictions delayed the detailed review of files until January 2021 and the review lasted until November 2021.

Announcements were made in churches across the diocese to ensure that anyone with information was able to engage with the process. Where information was presented that did not meet the criteria for inclusion in the PCR2 for the Diocese of Southwell

and Nottingham, the individual was signposted to the relevant diocese's PCR2 process or to another service if it was not church related abuse. The review was overseen by the Diocesan Safeguarding Advisory Panel (**DSAP**) who received the Independent Reviewers' findings and recommendations to ensure rigorous scrutiny prior to its submission to and acceptance by the national church, as part of the overall review.

The scope for inclusion in PCR2 was any safeguarding concern relating to a church officer (paid or voluntary, licensed or otherwise) in post at any point between the beginning of 2007 and the end of 2020, although the concerning behaviour could and often did pre-date 2007.

Headline data

A total of 1872 files were reviewed relating to 997 individuals made up of Clergy and Licensed Lay Ministers (current and retired), Chaplains, diocesan personnel with direct contact to children or vulnerable adults as part of their role, and any church officers where there were known concerns and a file existed in either the parish, diocese, or both. Every parish submitted a return, listing the files that were held in the parishes and these were included in the files reviewed by the independent reviewers.

A total of 6 survivors requested to meet with the independent reviewers, using a variety of telephone, virtual meetings and in-person discussions. Written submissions were also received from survivors and these were included in the details passed on for the national church data. All data shared with the national church was anonymised to protect the identity of those involved.

The information received from parishes identified 14 individuals who were not previously known to the diocese about whom there was a safeguarding concern. A further 7 individuals were identified through the independent review process relating to individuals already known but where a new concern was recorded.

Every file reviewed had a record sheet outlining what the reviewers found and where needed, recommendations were made for further actions. For the vast majority of files, no additional work was required. A total of 24 files prompted a request for further action and of these, 3 required action after a referral to the statutory agencies responsible for undertaking safeguarding enquiries. 2 individuals were referred to the National Safeguarding Team for action and 3 were referred to another diocese to respond appropriately.

A rating system (red, amber green) was agreed with the Independent Reviewers to identify where actions could not await the completion of the PCR2 review. All high priority actions were completed, and the Independent Reviewers were advised of the outcome. The lower-level actions continue to be processed by the safeguarding team and dedicated time is being given to ensure completion within the existing work priorities.

Local Themes

Safeguarding was provided to the diocese by an external provider until 2018 when they ceased to trade, necessitating fundamental organisational change. The independent reviewers found that there had been general improvement in the quality of safeguarding work across the diocese over the thirteen years, that reflected the wider journey which the Church of England has been on since 2007. The reviewers recognised that there had been an incremental shift in the culture towards a place where safeguarding is recognised as everyone's responsibility. They also acknowledged the significant increase in resources available for safeguarding since 2019. The Reviewers concluded that there is a strong commitment from the diocesan bishop and the senior leadership to further strengthen and develop the safeguarding service on a journey to creating safer worshipping communities across the diocese. The Independent Reviewers saw evidence of good work taking place but there was inconsistency over the years, mostly due to the changes in practice guidance. The Reviewers commented about the more recent risk assessments, record keeping and liaison with multi-agency bodies at a diocesan level, which they felt were examples of high-quality work.

PCR2 highlighted the progress since 2007 (where there were few policies in place) to the current practice supported by a suite of national policies,

practice guidance and support structures for the safeguarding arrangements; moving from a single individual to a designated team, able to provide highly professional responses to safeguarding concerns.

The reviewers highlighted a number of concerns that related to past practice across the diocese and parishes which lacked structure and consistency of approach. Some parishes are further on their respective safeguarding journeys, and this has caused variable responses to safeguarding concerns brought to the attention of the parish safeguarding officers. Until recently, there was a lack of robust systems in place to properly record and retain safeguarding information and the support offered to survivors was variable. The reviewers were able to identify good practice which the diocese was encouraged to ensure was implemented at all levels in the diocese.

While recognising the ongoing improvements in survivor support and engagement, the reviewers highlighted that this was an area requiring further development so that those wanting to share concerns can do so in the confidence that their information will be heard and taken seriously, alongside providing opportunities for support in recognition of the personal cost for many survivors in speaking out.

A total of twenty-two recommendations were made which can be divided into three main categories:

Policy

Eight recommendations of which one related to the national church only and seven recommended a national change to existing policies with implementation thereafter at a diocesan level.

Structure

Five recommendations of which one related to the diocese and four to the national church, which would then have implications for service delivery at a diocesan level.

Practice

Nine recommendations of which three related to the diocese and six which were relevant across the church beyond local implementation.

Core Business – Safeguarding Team

There were recommendations relating to the need for greater clarity about what aspects of safeguarding work will form the core business of the diocesan safeguarding team and the resources needed to provide a consistent service, capable of meeting current and future demand. There were recommendations pertaining to safeguarding arrangements in the wider context of parishes, and diocesan work with partner organisations.

The PCR2 terms of reference required each diocese to produce a Known Cases List (KCL) relating to church officers who were already identified as concerning and for whom a plan was in place. Church Officers included both ordained and lay members. The table below shows a breakdown of the type of files that were reviewed and where new concerns were identified through PCR2 in the Diocese of Southwell and Nottingham.

Within the Known Cases List was a mix of currently active and closed cases. Most cases on the Known Cases List where the reviewers identified different further action, were closed, inactive cases. In all the 24 cases, the actions recommended by the reviewers were agreed and completed while the review was in progress.

Through the expertise and commitment of the safeguarding team, the Diocesan Bishop and the senior leadership team, the Independent Reviewers felt that survivors and members of the public can have confidence that safeguarding in the diocese has the ability to deliver good quality services for those who raise safeguarding concerns in relation to the church.

Implementation of Local Recommendations

The findings of the Independent Reviewers were submitted, along with their recommendations, to the DSAP in November 2021 and a detailed action plan has already been developed to track progress on each of the 22 recommendations. All 22 recommendations were accepted by the DSAP and will be implemented where the diocese has the authority to do so. Some recommendations directed at the national church may require legislative change before they can be implemented locally. Implementation of the recommendations is therefore work in progress.

Survivor Engagement

The voice of those who have lived experience of trauma within the context of the church was a central theme both in the planning for PCR2 and in the findings and recommendations. The national PCR2 terms of reference required any diocese that did not already have one, to develop a survivor engagement strategy. In Southwell and Nottingham this had already been identified as an area for development. A survivor engagement strategy was devised and approved by DSAP for implementation from the beginning of the PCR2 process and has evolved as the different stages of the process were completed.

The diocese was supported in developing this strategy by a survivor and an agency who supports survivors across Nottinghamshire. This has formed the basis of a wider protocol for working with those who have lived experience of trauma that the diocese is developing, to sit alongside its safeguarding policies and procedures.

The breakdown of the type of files that were reviewed

	Total number of files reviewed			Total number of new cases or different/further action			
	1	2	3	4	5	6	7
Diocese	Total number of ALL files reviewed	Total number of KCL files reviewed	Total number all other files reviewed	New safeguarding cases identified from parish returns	New safeguarding cases identified from all other files	Total number of all new safeguarding cases	Different or further action required during the review of Known Cases List
Southwell & Nottingham	1872	226	1646	14	7	21	24

Time has been allocated to members of the diocesan safeguarding team to develop the protocol, further supported by a local advocacy agency and shaped by survivor input. The protocol will in due course be amended to include the national recommendations arising from PCR2 prior to approval by DSAP and adoption by the diocese.

Role of the Diocesan Safeguarding Advisory Panel (DSAP)

Key to the commitment of independent governance, the PCR2 process was overseen by DSAP throughout the review. A PCR2 Reference Group, reporting directly to DSAP and made up from members of DSAP was set up prior to the appointment of the Independent Reviewers. The PCR2 Reference Group had a majority membership from outside of diocesan staff, including survivor and survivor representatives, drawing on the skilled safeguarding professionals on DSAP. The Reference Group assisted in ensuring the project operated within the national PCR2 guidelines, receiving a series of interim action plans to ensure appropriate governance was achieved. Members participated in a scrutiny exercise to validate the quality of the Independent Reviewers' work, as well as being available to resolve any disagreements or conflicts of interest between the reviewers and the diocesan officers (of which there were none).

DSAP received interim reports on the PCR2 progress and supporting policies, to ensure efficient and effective completion of the process. Following receipt of the findings and recommendations, a report will be presented to the Diocesan Synod which will consider the local recommendations alongside those within the national oversight report, due in the Autumn of 2022. The report will review any structural or resource changes needed to ensure that the diocese is able to honour its commitment to implement those recommendations which related to the diocese and update on progress made to date through a final Action Plan. Therefore, the PCR2 Action Plan will be central to the ongoing DSAP business plan over the next 3-5 years and will shape the work of the Diocesan Safeguarding Team and safeguarding services across the parishes as we journey together to create safer worshipping communities.

I would like to thank all those who participated in the PCR2 process and all those who provide a safeguarding response in the parishes and the Cathedral. The work of the diocese would not be possible without the daily commitment of all the volunteers who work across the parishes, whether as Parish Safeguarding Officers, Lead Recruiters or children's, youth, or adults' workers. As church officers, they play a vital role in recognising, responding, recording, and reporting any safeguarding concerns to the safeguarding team. Working together we will continue to develop high quality services to those who come forward with concerns and those who represent a risk to others.

In conclusion, the diocese has made very good progress in responding to the safeguarding challenges which it has faced, through a dedicated team of professionals and within a culture where safeguarding is everyone's responsibility. There is still work to do and this will be included and addressed in the PCR2 Action Plan, with progress regularly monitored and reviewed through the Diocesan Safeguarding Advisory Panel to ensure successful outcomes.



Barry Earnshaw

**Independent Chair
Diocesan Safeguarding Advisory Panel
Diocese of Southwell and Nottingham**

Date completed:

Contact the Safeguarding Team

Contact the safeguarding team on 01636 817200 or email safeguarding@southwell.anglican.org or through the website <https://southwell.anglican.org/contact-safeguarding>

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