

Safeguarding



Welcome

Welcome to the Spring 2023 edition of the Safeguarding newsletter!

Thank you to those of you who attended the PSO & Lead Recruiter Briefing on 24th January, it was great to see so many of you - we hope you found it useful. If you have any topics you would like to have covered in future briefings, please get in touch and let us know.

We hope to see you all again at the next PSO & DBS Lead Recruiter Briefing on Wednesday 3 May 2023, 7pm - 8:30pm.

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Safeguarding Hubs

We were pleased to share preliminary information about the new 'Safeguarding Hub' with those who attended the recent PSO & Lead Recruiter briefing; thank you for the feedback that you shared.

The Safeguarding Hub is now live in our diocese and will initially be made available to parishes who are working at Level 3 of the Parish Dashboard. As with the Parish Dashboard, there will be no charge to parishes for use of the Safeguarding Hub.

[This link](#) will take you to the two information videos that we played during the PSO/ Lead Recruiter briefing, which provide an overview of the Safeguarding Hub and an overview of Stage 1.

A brochure is also available to help inform you and your PCC; these resources have been added to the website safeguarding pages in [the Parish Safeguarding Resources](#).

The Safeguarding Hub has been created by Clearly Simpler, creators of the Parish Dashboard. The hub works alongside the Parish Dashboard to support parishes with safer recruitment and people management. We have identified a small number of volunteer parishes who will trial it initially and will provide feedback to us which will support us with resolving any teething issues. It is expected that the Safeguarding hub will be accessed and administered by the Lead recruiter and/or the PSO, whichever is most appropriate for your parish. We understand that others can be invited (by you) to see certain parts of the Hub, such as stats on sections completed, but we are seeking clarification to ensure there are no implications for GDPR and existing permissions. One of the biggest advantages of the Hub is that personal data on your volunteers will be held securely and not on your personal devices. It is a cloud-based storage system which is secure.

The Safeguarding Hubs will be launched in four stages:

- Stage 1 - DBS and training records
- Stage 2 - Role descriptions and person specifications
- Stage 3 - Safer recruitment
- Stage 4 - People management

We hope you will see the potential gains of this addition to our support measures. If you have any queries, please do get in touch.

Parish Dashboards

It has been great to hear from several PSOs since the briefing who have requested support with accessing the dashboard. These PSOs are now in contact with our dashboard ambassador, Pete Edwards who is supporting each PSO individually with access to the dashboard and using it to its full potential.

Parish Dashboard is an online system that gives assurance to parishes that they are complying with statutory requirements and Church of England policies, or else it explains what actions need to be taken. It also enables dioceses and the national church an oversee compliance, and to focus their support on the areas of greatest need. Its primary aim is to make life simpler of Parish Safeguarding Officers. It shows an overview of their parish at a glance, and this can be shared with their incumbent, churchwardens or other authorised users.

“The dashboard has been a fantastic tool to enable us to be abreast of the requirements for safeguarding and prioritise actions for our parish with new items appearing in term as you progress. The clear formatting of the dashboard means that it is easy to identify action and understand what needs to be done to remedy these.” - *Naomi Mackness, PSO of St Mary's Church, Radcliffe on Trent*

Our aim for 2023 is to significantly increase the uptake and ongoing use of the dashboard. Parishes who are not currently using the dashboard will be contacted by Stephanie Spencer, Safeguarding Case Worker, in the near future to offer support.

If you would like any support with the use of the dashboard, please do feel free to contact either:

Stephanie Spencer – Safeguarding Case Worker –

stephanie.spencer@southwell.anglican.org

Pete Edwards – Dashboard Ambassador -

ppedwards82@gmail.com

A big congratulations

A big congratulations to the following parishes for achieving 100% on the dashboard, therefore being fully compliant in safeguarding:

- Averham, Kelham & Staythorpe – Newark & Southwell Deanery
- Cinderhill – Nottingham North Deanery
- Hayton – Bassetlaw & Bawtry Deanery
- The A453 Churches of South Nottinghamshire – West Bingham Deanery
- Worksop St. John – Bassetlaw & Bawtry Deanery

Safeguarding Training Update from Seriena & Dawn

The summer training dates are now available on the learning hub and are filling up fast. We will soon be releasing the autumn term dates and these will be emailed to you and uploaded to [the training page of the Diocese website](#).

As discussed at the last briefing, it is a mandatory requirement for all PCC members to complete the Domestic Abuse Awareness course. Please ensure this information is relayed to your PCC members, directing them to the training page of the Diocese website.

There has been great feedback from delegates attending the face to face 'Domestic Abuse Awareness' courses this term:

"There is so much value in having discussions and learning from other people." – Jan 23 Domestic Abuse Awareness delegate.

"You never feel like you can ask questions over zoom sessions." – Jan 23 Domestic Abuse Awareness delegate

"I would like to thank the trainers, I have pre-conceived ideas about what the training entailed as I have done it before, but I actually learnt something new!" - Jan 23 Leadership Delegate

Sessions - both face to face and online - are booking up fast, so don't forget to book early to avoid disappointment.

"As many of you know, I am new in role and I am excited to relay your feedback to the national team and the diocese on current courses and content, ensuring they are accessible and meeting your future training needs so any feedback is greatly appreciated." - Seriena

You can contact us for a training consultation at any time via: safeguardingtraining@southwell.anglican.org

Safeguarding Referrals

We encourage you to make safeguarding referrals to us via the online '[Submit a Concern](#)' form on the Diocese website.

Referrals can also be made via the safeguarding email address: safeguarding@southwell.anglican.org – if you refer via email please ensure you provide as much detail as possible, and include the name of the individual you are concerned about and the parish in the subject heading of the email, as this makes it easier for us to track.

PSO/DBS Lead Recruiter/DSAP Members Skills Audit

Thank you to everyone who completed the online skills audit last summer – we gained some very useful quantitative and qualitative data which has been used to inform four key areas we plan to develop in 2023

- The first priority is to further promote and support the use of the dashboard, by signposting to Pete Edwards, Parish Dashboard Ambassador. We plan to add information to the Diocese website about the support Pete is able to offer and an email will also be sent to all dashboard users with Pete's contact information. Two additional PSO's have also offered to support Pete with helping others to access the dashboard. The DST caseworker then aims to contact each PSO individually who is not currently accessing the dashboard with the aim of increasing the number of dashboard users.
- The second priority is to develop a mentoring system for PSO's and DBS Lead/Deputy Lead Recruiters. The DST will identify PSO's who have been in post for one year or more who are willing to become a mentor, with the aim to have a minimum of 3 mentors in each archdeaconry. A mentor role description will be designed. The DST will then reach out to individuals who are new in post or struggling with aspects of the post to offer this mentoring support. The DST are proposing that mentoring relationships will last for one year and then be reviewed.



PSO/DBS Lead Recruiter Appointment form

A polite reminder to please ensure that an appointment form is completed when a new PSO/DBS Lead Recruiter is recruited, and sent to safeguarding@southwell.anglican.org

It can be found [here](#).

New Confidential Declaration Form:

A notification has already been sent out about the new CDF which is already in use. Please ensure the privacy notice is sent out to applicants with every form. If your lead recruiter did not receive the email, please email dbs@southwell.anglican.org

The privacy notice can be found [here](#) and the confidential declaration form [here](#).

- The third priority is to develop a PSO/DBS Lead/Deputy Lead Recruiter induction handbook, to include all of the resources required to fulfil the role, along with additional information including a glossary of terms, a 'who's who' poster of the DST and an FAQ's sheet.
- The final priority is to develop relationships between the DST, DSAP and PSO's and DBS Lead/Deputy Lead Recruiters. The DST aim to do this by organising face to face events for networking and socialising, the first event taking place in summer 2023.

The skills audit also highlighted how blessed we are as a Diocese to have such a wide breadth of skills and expertise amongst our PSO's, DBS Recruiters and DSAP Members – we are so grateful for your commitment to your roles and for your dedication to making our churches safer worshipping communities.

PSO/DBS Recruiter Face to Face event

We are really keen to build relationships between the DST, DSAP and PSO's/DBS Recruiters across the diocese and to give something back to you for the dedication you show to the part you play in promoting safeguarding across our churches.

We are in the process of organising a PSO/DBS Recruiter Face to Face event to take place in the summer! The event will include two workshops and an opportunity for networking. Invitation to follow by email once dates are confirmed. We look forward to seeing you there!



PSO Workshops

For the past six months we have been hosting a monthly 'PSO Online Drop in session' via Zoom however it has not proved to be very popular. We have received some feedback on this and have decided to trial a quarterly 'PSO Workshop' – each workshop will have a specific theme.

Seriena & Stephanie will be delivering the first workshop on Monday 24th April 2023. We will be offering two timeslots: 12-1pm and 6-7pm. The workshop will last around 30 minutes and there will be time afterwards for any questions. The theme is 'PSO's Responsibilities for the PCC'.

We would love to see as many of you there – you can join either time slots available using the following Zoom link [here](#)

Good Practice: Safeguarding Notice Boards

We recently visited St Luke's in Gamston and were really impressed by the safeguarding notice board in the church foyer. This is an excellent example of good practice and indicates the church's commitment to safeguarding. Well done St Luke's!

- ✓ Promoting a Safer Church' poster is clearly visible
- ✓ Photograph and details of the Parish Safeguarding Officer
- ✓ Useful contact numbers for MASH / Social Care / Childline / NSPCC / Elder Abuse
- ✓ Safeguarding training certificates displayed
- ✓ Safeguarding Pocket Guide displayed
- ✓ Thirtyone:eight safeguarding posters

