

Safeguarding



WELCOME

Welcome to the spring term Safeguarding newsletter! It was good to see so many PSO's and DBS Recruiters at our latest briefing on 23rd January. For those that weren't able to attend, an outline of the topics covered are included within this newsletter.

We have seen recently a significant amount of role changes with PSO's and DBS Recruiters and would

like to take this opportunity to say an enormous thank you to those who have stepped back from the role and for their commitment and dedication.

Welcome to all those who are new to the role and thank you for your willingness to take on the role – we look forward to working with you moving forwards!

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PSO / DBS Recruiter Briefing

23rd January 2024

National Overview for 2024 and Diocesan Safeguarding Team Core Business Focus for 2024

- New Year, new beginnings and building on the progress of the last year.
- Consolidating the changes within the Team and embedding the significant changes that took place in 2023;
 - Appointment of Steph to work one day per week as Parish Support Officer
 - Extension of Kat's admin hours so that the team is appropriately supported
 - Appointment of Penny as the Caseworker replacing Steph who took over the Training Manager role in September.
 - Development of the DST Mission Statement:
 - Our Team's Mission Statement is to INSPIRE, educate, support and challenge our churches to be safer places for all:
 - Integrity
 - Non-judgemental
 - Safe
 - Person-centred
 - Inclusive
 - Respectful
 - Empathic practice
 - Purchase of the Safeguarding Hub and promotion of the Dashboard and Hub as the primary PSO tool for evidencing compliance with the national standards.
- Concentrating on our core business:
 - Investigating safeguarding concerns relating to Church Officers
 - Developing local procedures for parishes to implement the National Safeguarding Policy, Procedure and Practice Guidance
 - Training of volunteers

Referrals

Please consider immediate risk of harm. If anyone is at immediate risk then you call the police and social care before referring to the diocese.

Please notify the diocese of any safeguarding concerns you have within your parish, you may have already responded to the concern but to ensure proper oversight and accountability it is important for you to share information with us. We can provide you with advice, guidance and support. It is possible that an individual is already known to us and we could hold background information that you may not be aware of so referring to the Diocesan Safeguarding Team will support good information sharing.

We MUST know about any concerns related to a Church Officer and we should be notified at the earliest opportunity. Any decisions regarding responding to allegations related to a Church Officer should be led by the Diocesan Safeguarding Team.

- Managing those who pose a risk to others in the church through the management of Church Safety Plans (the new name for Safeguarding Agreements)
- Supporting PSOs and Lead Recruiters with lower-level welfare concerns and the Safer Recruitment of church officers
- Looking forward to working more closely with the Vision Strategy Refresh and seeing where Safeguarding plays a part in 'Growing Disciples of Christ with Compassion, Confidence & Courage'.
- Planning the implementation of the national core standards across the diocese and at a parish level, leading to the next external audit of safeguarding practice by INEQE in January 2026.

National Oversight

Core Standards:

Standard 1	<p>PREVENTION</p> <p>Church Bodies have in place a planned range of measures which together are effective in preventing abuse in their context.</p>
Standard 2	<p>CULTURE, LEADERSHIP AND CAPACITY</p> <p>Church bodies have the safe and healthy culture, effective leadership, resourcing and scrutiny arrangements necessary to deliver high quality safeguarding practices and outcomes.</p>
Standard 3	<p>RECOGNISING, ASSESSING AND MANAGING RISK</p> <p>Risk assessments, Safeguarding Agreements and associated processes are of a high standard and result in positive outcomes. The assessment and management of risk is underpinned by effective partnership working.</p>
Standard 4	<p>VICTIMS AND SURVIVORS</p> <p>Victims and survivors experience the timeliness and quality of Church bodies' responses to disclosures, and their subsequent support, as positively helping the healing process and meeting their needs.</p>
Standard 5	<p>LEARNING, SUPERVISION AND SUPPORT</p> <p>All those engaged in safeguarding related activity in Church bodies receive the type and level of learning, professional development, support and supervision necessary to respond to safeguarding situations, victims and survivors, and respondents, effectively.</p>

Basic Checklist for Referrals

- Names
- Date of birth
- Address
- Contact number
- Factual information regarding the concerns (*who, what, when, where and how*)
- Permission (*this is often necessary in adult social care referrals*)

Referrals to the diocese

New Referrals:

Please send any new concerns or referrals [via the diocesan website](#) and click 'report a concern'.

If you require advice or are providing an update regarding a concern/referral:

Email

safeguarding@southwell.anglican.org

Please include the name of the person you are concerned about in the subject title. It is really important that you provide their full name to ensure accurate recording.

Please do not email workers directly as individual inboxes may not be monitored daily.



The Five Standards are:

- 1. Culture, Leadership and Capacity:** Church bodies have safe and healthy cultures, effective leadership, resourcing and scrutiny arrangements necessary to deliver high-quality safeguarding practices and outcomes.
- 2. Prevention:** Church bodies have in place a planned range of measures which together are effective in preventing abuse in their context.
- 3. Recognising, Assessing and Managing Risk:** Risk assessments, safety plans and associated processes are of a high quality and result in positive outcomes. The assessment and management of risk is underpinned by effective partnership working.
- 4. Victims and Survivors:** Victims and survivors experience the timeliness and quality of Church bodies' responses to disclosures, and their subsequent support, as positively meeting their needs, including their search for justice and helping their healing process.
- 5. Learning, Supervision and Support:** All those engaged in safeguarding-related activity in Church bodies receive the type and level of learning, professional development, support and supervision necessary to respond to safeguarding situations, victims and survivors, and respondents, effectively.

Each Standard contains:

- A statement of the Standard itself.
- An explanation of why it is important.
- A series of 'What Good Looks Like' Indicators - these are detailed criteria that show how well a Standard is being achieved.
- Details of relevant House of Bishops' Guidance and Code, training, resources and tools that can be used to help gather data relevant to the indicators. These are important as they will equip Church bodies with the means to undertake quality assurance work locally, but also in a way that is consistent across other bodies.

Referrals to social care

For **Nottinghamshire** this can now be completed online for both adults and children's social care.


[Click here](#)

For **Nottingham City:**

[Children's Social Care](#)
0115 876 4800

Adult's Social Care:
adult.contactteam@nottinghamcity.gov.uk
0300 131 0300

The Diocesan Safeguarding Team can assist with social care referrals when you are not able to do so.



It is not expected that every Church body will be able to meet every indicator overnight. The Standards set out the direction of travel and will enable Church bodies to identify both their strengths and areas for development, which will in turn inform their strategic planning in respect of safeguarding.

There will be more information throughout the year and we plan to devote a considerable chunk of the **PSO Conference on 8th June 2024** to exploring more about each of the standards and the steps parishes can take to evidence that they are addressing the standard locally.

NB: There is no expectation either locally or nationally that parishes will be compliant in each standard by the time of the audit in January 2026. But each parish / benefice will need to demonstrate that they have developed a plan to work on one or more of the standards, with full compliance not being required until the end of 2027.

Signposting

What do you do when your case does not meet the threshold for the DST team? There are a multitude of services out there locally and nationally that you can tap into and make referrals for. Look on Google, this is what we sometimes do. Some examples are (*click to head to the website*):

- [Cruse Bereavement](#)
- [Childline](#)
- [Victim Support](#)
- [First Light](#)
- [Crisis Team](#)
- [MIND](#)
- [NHS Talking Together](#)
- [Suicide Prevention](#)
- [NHS Social care and support guide](#)
- [Domestic Abuse services](#)
- [SupportLine](#)

Can you add to this list? Have you used a service which has been successful in supporting you? Let us know.

Dates for your diary

PSO & LR Briefings:

- Tues 23rd Jan
- Wed 1st May
- Thu 26th Sep

(All 7-8.30pm)

PSO Induction training sessions:

- Wed 28th Feb
- Sat 4th May

Bookable via the [Learning Hub](#)

PSO / LR Workshops (on Zoom):

Meeting ID: 585 799 3391
Passcode: 82KBeW

- **Parish Dashboards** - 20th Feb, 6-7pm
- **Safer Recruitment & DBS** - 13th Mar, 6-7pm
- **Responding to Safeguarding Concerns vs Welfare Concerns** - 28th Mar, 6-7pm

PSO / DBS Recruiter Conference 2024:

- Sat 8th Jun (venue TBC)

Safeguarding Sunday 2024:

- Sun 17th Nov



Other information regarding services can be accessed through the [National Safeguarding Team's online learning portal](#).

Most importantly, remember to keep a record of any actions so you can evidence them at a later date.

Core Aspects of Parish Safeguarding

- First and foremost, the role of anybody involved in parish safeguarding, whether it be the PSO, incumbent, PCC's, churchwardens, should be to be a champion of safeguarding and to promote a healthy safeguarding culture within their church/context. *(It is theologically based and fundamentally linked to the gospel message.)*
- Oversight of compliance in relation to safeguarding *(use of the Parish Dashboard)*.
- Oversight of Safer Recruitment *(use of the Safeguarding Hub)*.
- Regular meetings between the PSO and Incumbent/churchwardens *(recommended at least quarterly)*.
- Being present in church and known to the congregations within your church/context.
- [Parish Safeguarding Handbook](#)

Parish Support: If you would like any support in relation to your parishes safeguarding practices/procedures, please contact:

Stephanie Spencer, Parish Support Officer
stephanie.spencer@southwell.anglican.org

Safeguarding Hub

Safeguarding Hubs & Workshops

'Safeguarding Hubs' is now live and available to those parishes currently working at Level 2 and above on the Parish Dashboard.

[Click here for more information.](#)

Safeguarding Hub Workshop Dates:

- **Thu 7th Mar, 7pm**
(Stage 1: Getting Started with Safeguarding Hubs)
- **Thu 18th Apr, 7pm**
(Stage 2: Role Descriptions & Personal Specifications)
- **Thu 20th Jun, 7pm**
(Stage 3: Recruitment Tracker)

If you would like to join the Hub, please email dawn.todd@southwell.anglican.org.

Training Matrix

There have been a few amendments made to the Training Matrix. Please find the revised 2024 version [here](#).