Newsletter January 2022

# New Year’s Safeguarding Resolutions

This month the safeguarding team would like to wish you all a very happy new year. New year’s mean new starts and we hope this will be a successful year for all of you and your Parish communities. Last year my new years resolution was to lose 5 stone but sadly I still have 6 stone left to lose. This year I aim to be more successful in both that and being a source of positivity and support to all of you as we move into a busy time for safeguarding. I’m always keen to help you in any way I can as a source of reassurance, advice or just a kind listening ear.

This month see’s the new Safer Recruitment Policy go live and the launch of new training opportunities such as our Parish Safeguarding Officer Induction and Permission to Officiate Training. We had hoped to be rolling out face to face training more frequently but sadly Omicron had other ideas. I do feel that the Training offer has been good however under the circumstances and we are all adapting the best we can in uncertain times.

My ask to all of you is to, if possible, save one new year’s resolution for Parish Dashboards. Whilst use has been slowly creeping up it is still quite low, and it is this resource that will make your role much less difficult to complete. As we move through the year, we hope to also have a safer recruitment section added which will provide easy to use templates and guides.

Happy new year and best wishes

Ben

# Parish Safeguarding Dashboards

If your parish hasn’t applied for your Dashboard yet, do contact me [Ben.Goodhind@bathwells.anglican.org](mailto:Ben.Goodhind@bathwells.anglican.org) to be signed up. We are happy to give ownership of the local dashboard to whoever is most appropriate locally, whether that is clergy, PSO or parish administrator. The “owner” can add data and update the information, as well as allowing other people to view the dashboard.

The Dashboard takes you step by step through the Parish Safeguarding Handbook, identifying what you need to do, providing reports for the PCC meeting, and “makes getting safeguarding right much easier” according to one PSO who is using it. If you want to know more about Parish Safeguarding Dashboards before signing up, there is a demonstration here: <https://safeguardingdashboards.org.uk/> . Later this year we hope to have a new section relating to Safer Recruitment including useful templates and processes.

Currently we have 49% of parishes signed up in Bath, 39% in Taunton and 35% in Wells. With regards to parishes actively engaged in using them it is sat just over a third. This is pretty much the national average. This year I would like to see us double the number of parishes signed up and regularly using the Dashboards. I can only emphasise how much easier it makes everyone’s roles. You may also want to share good practice across your Deanery and support each other.

# Safeguarding Casework. A brief outline of what we do by Andy Duncan Diocesan Safeguarding Adviser.

Safeguarding casework accounts for the predominant focus and activity in my day to day role as the Diocesan Safeguarding Advisor. Perhaps unsurprisingly, the term ‘’casework” relates to a wide breadth of safeguarding concerns and allegations, originating from varies sources, including those both inside and outside the Church.

All safeguarding casework is underpinned and conducted in accordance with Church of England practice guidance which has been approved by the House of Bishops. This provides a consistent approach in managing and investigating safeguarding allegations and ensures fairness to all parties involved. When a safeguarding concern has been substantiated, the scope of the casework extends to risk assessing and risk managing that risk in a Church context. This is then subject to ongoing assessment through periodic reviews. This often requires collaborative working with statutory agencies such as police, the Probation Service and Local Authority Social Care and the sharing of relevant information when the requirement and threshold for doing so are met. The fundamental purpose of this casework is to ensure that the Church is a safe place for everyone to worship and celebrate their faith whatever their background or personal circumstances.

# Support for victims and survivors of church related abuse

A reminder that the Church of England has linked up with the Catholic Church and Victim Support to develop a bespoke support service for survivors of church related abuse, called “Safe Spaces”. This service can support victims of any sort of abuse, from bullying to sexual assault, that took place in any church setting, whether recent or years ago. The helpline is staffed by people who understand the emotional trauma abuse can cause, and they are able to arrange a variety of support provision, depending on someone’s needs. This is in addition to the services provided by the Diocesan Safeguarding Team. To find out more, see their website here: [Safe Spaces England and wales – Safe Spaces England and wales](https://www.safespacesenglandandwales.org.uk/) or to arrange support for a survivor or victim, call 0300 303 1056.

# Safeguarding Training

Earlier this year, the National Safeguarding Team issued the new Learning and Development Framework. This has come into effect from January 2022. We now offer the following training.

1. C0 **Safeguarding awareness**. This is only available for online delivery through the Training Portal [Safeguarding Training Portal (cofeportal.org)](https://safeguardingtraining.cofeportal.org/) . If you are unsure as how to sign up for the portal there is a handy guide on our website. Where you have members requiring this training who do not have access to the internet this may be able to be delivered locally via a trained member of your parish. We are looking to facilitate train the train events in 2022. All church volunteers, officers and staff, whatever their role, will need to complete this training.
2. C1 **Safeguarding Foundation.** The same applies in relation to the Safeguarding Foundation (previously C1). From January 2022 this should be completed by all PCC members once they have completed the Safeguarding Awareness course, as well as anyone needing a DBS for their role. This training is available online on the Portal. If you have completed Safeguarding Awareness and Foundation as the only 2 courses you will do, **the Foundation course needs refreshing every 3 years.**
3. **Raising Awareness of Domestic Abuse.** This is new training and as with awareness and foundation it is delivered online via the portal. Required attended include • Anyone holding the Bishop’s licence, commission, authorisation, or permission (clergy, PtO, Readers, LLMs) • Bishops’ Visitors/Pastoral Visitors • Safeguarding Officers • Ordinands during IME 1. • PCC Members/Lay Chapter Members. • Staff at Theological Education Institutions with student facing roles. • Members of the Diocesan Safeguarding Advisory Panel. **This is refreshed every 3 years.**
4. **Safer Recruitment and People Management Course.** This relatively new online course is essential due to the changes coming into safer recruitment in January 2022. Those required to complete this training are Parish Safeguarding Officers, Anyone involved in the administration of DBS checks, line managers or those involved in recruitment.
5. **Parish Safeguarding Officer Induction**. New for 2022 This is for new parish safeguarding officers, those appointed during the COVID Lockdown who haven’t had chance to contact the safeguarding team, or any PSO who feels they would like help to understand their role better. The Awareness and Foundation courses should be completed first, but this induction course doesn’t need to be refreshed. Please contact Sam for availability**.** [Samantha.Gunning@bathwells.anglican.org](mailto:Samantha.Gunning@bathwells.anglican.org)
6. **Safeguarding Leadership**. To book onto this course please email Samantha Gunning [Samantha.Gunning@bathwells.anglican.org](mailto:Samantha.Gunning@bathwells.anglican.org). We will provide you with the pre course workbook to complete. Once you have completed this you will be booked onto the next available course. For those undertaken virtually over teams you will be emailed a link to access the training which you will need to keep safe and use to log in prior to the allotted start time. You will not be able to access the session after this time. We hope to be able to offer face to face training in 2022 depending on the pandemic.

This Leadership course is for all licenced Clergy, Readers, PTO clergy or readers who are in a leadership role in their parish (for example, in a vacancy or if taking regular services), Parish Safeguarding Officers, Pioneer Ministers, and Chaplains, who have completed the Awareness and Foundation courses. Those who are in Leadership positions with children and young people or with vulnerable adults, such as Bell Tower Captains, paid Youth Workers, and Churchwardens (particularly during a vacancy) are also encouraged to attend this course. **As with other training, this course needs refreshing every 3 years.**

1. **Permission to Officiate Safeguarding Course.** To book onto this course please email Samantha Gunning [Samantha.Gunning@bathwells.anglican.org](mailto:Samantha.Gunning@bathwells.anglican.org).

Once they have completed the Awareness and Foundation Courses, PTO Clergy and PTO Readers who are not leading services on a regular basis, but who are perhaps assisting a member of clergy, taking occasional funerals or ministering to the dying, can ask their Incumbent, Area Dean or Archdeacon to confirm that this is the case, and they can therefore complete the PTO Safeguarding course rather than the Safeguarding Leadership. This is shorter than the usual Safeguarding Leadership Training but will still equip PTO Clergy and Readers with the information they need. As with other safeguarding courses, this course, **once completed is the one that will need to be refreshed after 3 years.**

1. **Senior Leadership Training.** This training is delivered by the National Safeguarding Team rather then via our own Diocesan team. You will usually be invited to attend via the Bishops Personal Assistant.This course consists of 3 sessions of virtual training and contains work to complete prior to attending.

This pathway is for members of the senior leadership team of a Church body who have, in different ways responsibility for, and involvement in, safeguarding matters: • Archbishops • Diocesan and Suffragan Bishops • Provincial Episcopal Visitors • Archdeacons, including Associate Archdeacons • Deans • Executive Chapter Members/Residentiary Canons (non-executive Chapter members are trained at Leadership level unless their role in the diocese requires a higher level) • Bishops’ Chaplains • Diocesan Secretaries/Chief of Staff/Chief Executive/Cathedral Administrators • Directors of Communications • Directors of Ministry • Registrars • Diocesan and Cathedral Safeguarding Officers • Directors of Music/Masters of Choristers • HR Directors • Senior Chaplains to the Armed Forces • TEI Principals • Leaders of Religious Communities.

**Virtual Leadership Pathway – Training Dates for January to April 2022**

**Remote sessions via Teams**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **January 2022** | | | | | |
| **Session** | **Date** | **Time** | **Session** | **Date** | **Time** |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
| Part 1 | Tuesday 11th January | 14:00 – 15:30 | Part 2 | Tuesday 18th January | 14:00 – 15:30 |
| Part 1 | Thursday 13th January | 10:00 – 11:30 | Part 2 | Thursday 20th January | 10:00 – 11:30 |
|  |  |  |  |  |  |
| Part 1 | Monday 17th January | 15:00 – 17:00 | Part 2 | Monday 24th January | 15:00 – 17:00 |
| **February 2022** | | | | | |
| Part 1 | Wednesday 9th Feb | 10:00 – 11:30 | Part 2 | Wednesday 16th Feb | 10:00 – 11:30 |
| Part 1 | Thursday 10th Feb | 14:00 – 15:30 | Part 2 | Thursday 17th Feb | 14:00 – 15:30 |
| Part 1 | Tuesday 22nd Feb | 18:00 – 19:30 | Part 2 | Tuesday 1st March | 18:00 – 19:30 |
| **March 2022** | | | | | |
| **Session** | **Date** | **Time** | **Session** | **Date** | **Time** |
| Part 1 | Monday 7th March | 15:00 – 16:30 | Part 2 | Monday 14th March | 15:00 – 16:30 |
| Part 1 | Thursday 10th March | 19:00 – 20:30 | Part 2 | Thursday 17th March | 19:00 – 20:30 |
| Part 1 | Thursday 24th March | 10:00 – 11:30 | Part 2 | Thursday 31st March | 10:00 – 11:30 |
| **April 2022** | | | | | |
| **Session** | **Date** | **Time** | **Session** | **Date** | **Time** |
| Part 1 | Friday 1st April | 11:00 – 12:30 | Part 2 | Friday 8th April | 11:00 – 12:30 |
| Part 1 | Wednesday 20th April | 14:00 – 15:30 | Part 2 | Wednesday 27th April | 14:00 – 15:30 |
| Part 1 | Thursday 21st April | 15:00 – 16:30 | Part 2 | Thursday 28th April | 15:00 – 16:30 |

**Virtual Parish Safeguarding Officer Induction – Training Dates for January to April 2022**

**Remote sessions via Teams**

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| --- | --- |
| **January 2022** | |
| **Date** | **Time** |
| Wednesday 26th January 2022 | 14:00 – 17:00 |
| **February 2022** | |
| **Date** | **Time** |
| Thursday 24th February 2022 | 10:00 – 13:00 |
| **March 2022** | |
| **Date** | **Time** |
| Tuesday 29th March 2022 | 10:00 – 13:00 |
| **April 2022** | |
| **Date** | **Time** |
| Tuesday 19th April 2022 | 14:00 – 17:00 |

**Virtual PTO Safeguarding Pathway – Training Dates for February to April 2022**

**Remote sessions via Teams**

|  |  |
| --- | --- |
| **February 2022** | |
| **Date** | **Time** |
| Thursday 3rd February 2022 | 14:00 – 17:00 |
| **March 2022** | |
| **Date** | **Time** |
| Wednesday 9th March 2022 | 10:00 – 13:00 |
| **April 2022** | |
| **Date** | **Time** |
| Tuesday 5th April 2022 | 14:00 – 17:00 |

# DBS Updates

One of the main changes you may notice if you complete the Safer Recruitment and People Management Training on the Portal [Safeguarding Training Portal (cofeportal.org)](https://safeguardingtraining.cofeportal.org/) is that from 2022, DBS checks will need to be renewed every 3 years. I do apologise that in the last newsletter we indicated that this would only apply to checks completed after the end of 2021 however all DBS checks have to have been renewed within the last 3 years by the start of 2024.

We have set out the schedule below which, if followed, should ensure the DBS renewals you are required to undertake are processed in a manageable pattern. This will be particularly useful for those with high numbers of DBS checks to bring up to date.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Original DBS Check completed in | 2017 | 2018 | 2019 | 2020 | 2021 |
| Action Required | Renew as normal in 2022 | Renew as normal in 2023 | Renew by the end of 2023 | Will need to be renewed 3 years from issue date. | Will need to be renewed 3 years from issue date |

**Who is Required to have a DBS check**

Please see the DBS FAQ guide [dbs-faq-february-2017.pdf (churchofengland.org)](https://www.churchofengland.org/sites/default/files/2017-11/dbs-faq-february-2017.pdf) which outlines this for you.

**What does ‘Safer Recruitment and People Management 2021’ do?**

SR&PM goes beyond the previous ‘Practice Guidance: Safer Recruitment’ (2015). The revisions made offer Church Bodies clarity and detail on key areas which have been consistently raised as areas of concern and confusion; for example, safer recruitment processes and procedures, DBS eligibility criteria and renewal periods, reference checking requirements and who the guidance applies to. Whilst the ‘process’ of safer recruitment does not significantly change in the new guidance, its requirements are written in more mandatory terms, and it places more marked responsibilities upon parishes to create robust ‘safer recruitment’ processes. Consequently, it will have an impact on parish ‘safer recruitment’ and DBS activities.

[Safer Recruitment and People Management Guidance | The Church of England](https://www.churchofengland.org/safeguarding/safeguarding-e-manual/safer-recruitment-and-people-management-guidance)

# PCR2 summary by Cameron McConnell.

In 2020, Investigative readers began the task of looking through every file held within the Diocese of Bath and Wells under the remit of the second Post Case Review (PCR2). I began working on the 153 cases of concern raised within the files in April 2021.

I had to learn a new Church language and hierarchy and with thanks to the Diocese community, I managed to work out how things fitted together. Most of these cases thankfully were straightforward and consisted of little more than poor record keeping but some were quite distressing, especially how abusively some women and children were treated within the Church setting. We have offered apologies, counselling, pastoral support, and referrals to other supportive and investigative agencies but for many it has been enough to simply be listened to and have their experiences recorded. Sadly, many still refuse to speak about their experiences but usually tell me they retain their faith in God but not in the Church.

Witnesses have been very helpful; some have found the process very difficult, but the desire has overwhelmingly been to make things right. Bishop Ruth and her Chaplain Kate are keen to know the summaries of each case and to act where necessary which has been very positive. It is clear that some attitudes still need to be challenged regarding Safeguarding in order to make Churches accessible and welcoming to all at a time when people need to find a source of strength and comfort. It is also clear however that we are moving in the right direction and have a Diocese committed to reflection and learning.

The PCR2 process has now largely ended, and we have submitted our Diocesan report. Our Diocesan Safeguarding Panel will now formulate and work to an Action Plan to ensure all recommendations from this process are implemented.

# Parish Safeguarding Officer Feedback

As I have previously mentioned I would like to have a standing section of our Diocesan Safeguarding Panel where we discuss feedback from yourselves. Please can I continue to welcome positive and negative feedback on how things are going either to myself or the safeguarding mailbox. When we have our new Panel chair in place, we can organise for confidential feedback also.

# Parish Safeguarding Officer Summer Event

We are still planning on holding an event this summer to celebrate and support our PSO’s. It would really help to get some ideas about what you would like to see included and whether you would rather this take place on a weekday or a weekend.

# Contact the Team

The Safeguarding Team are based at the Diocesan Offices, Flourish House, Cathedral Park, Wells, BA5 1FD. However, staff are still working from home on a regular basis to reduce the potential spread of COVID, so it is often quicker to phone or email than to write or drop in.

Each person in the team covers a different area of work.

If your query relates to a safeguarding concern, parish dashboards,  any other query, or you need to speak to someone urgently about a concern out of hours, please contact the new Safeguarding Manager Ben Goodhind on [ben.goodhind@bathwells.anglican.org](mailto:ben.goodhind@bathwells.anglican.org) or Tel: 01749 588917    Mob: 07834514842. Please note that if contacting out of hours you will need to leave a message and contact details on the out of hours mobile answer phone.

Andrew Duncan the Diocesan Safeguarding Adviser undertakes casework for the team. Over the next 6 weeks Andy is working for Wells Cathedral in supporting them with an upcoming safeguarding audit. You can contact Andy on [Andrew.duncan@bathwells.anglican.org](mailto:Andrew.duncan@bathwells.anglican.org) or Tel: 01749 588905 Mob: 07736 903855

For Past Cases Review cases, contact PCR Caseworker Cameron McConnell on [Cameron.mcconnell@bathwells.anglican.org](mailto:Cameron.mcconnell@bathwells.anglican.org) or Tel: 01749 670777

For DBS checks and other safer recruitment queries contact Helen Humphreys on [helen.humphreys@bathwells.anglican.org](mailto:helen.humphreys@bathwells.anglican.org) or Tel: 01749 685103. Helen works Tuesdays, Wednesdays, and Thursdays.

If you wish to book onto safeguarding training, or find out about training dates, contact Sam Gunning on [samantha.gunning@bathwells.anglican.org](mailto:samantha.gunning@bathwells.anglican.org)   Tel: 01749 588903. Sam works Monday, Tuesday, Thursday & Friday 8.00 – 12.30 so is not available in the afternoons or on Wednesdays.

If you wish to discuss the training, return workbooks or have questions about which safeguarding training you should complete, contact Emma Parslow, on [emma.parslow@bathwells.anglican.org](mailto:emma.parslow@bathwells.anglican.org) or Tel: 01749 588912

If you have a concern that a child or vulnerable adult may be at risk of serious harm if you cannot contact someone immediately, please call the police on 999. We have attached some other useful numbers.

* **National Domestic Abuse Helpline**: 0808 2000 247 (lines free and open 24 hours). Phone if you are experiencing domestic abuse.
* **Safeguarding Adult Concerns** [Contact Us – Somerset Safeguarding Adults Board (safeguardingsomerset.org.uk)](https://ssab.safeguardingsomerset.org.uk/contact-us/)
* **Safeguarding Children Concerns** [Useful Contacts and Links – SSCP (safeguardingsomerset.org.uk)](https://sscb.safeguardingsomerset.org.uk/information-for-children-and-young-people/useful-contacts/)
* **Mental Health Crisis** – (Somerset Mind line) 08001381692(freephone) 01823276892 (local)
* [**Samaritans Helpline**](https://www.samaritans.org/how-we-can-help-you/contact-us): 116 123 (open 24 hours). Phone if you feel you are struggling to cope and need someone to talk to.
* **National Rape Crisis Helpline**:0808 802 9999 and is open every day from 12-2.30pm and 7-9.30pm.
* [**The Survivors Trust**](https://thesurvivorstrust.eu.rit.org.uk/contact): 0808 801 0818 and is open Monday to Wednesday 10-7.30pm, Thursday 10-6pm and Friday 10-2pm.
* **LGBT+ Domestic Abuse Helpline**: 0800 999 5428 [help@galop.org.uk](mailto:help@galop.org.uk)
* **Men’s Advice Line**: 0808 801 0327 [info@mensadviceline.org.uk](mailto:info@mensadviceline.org.uk)
* **Age UK Advice Line**: 0800 678 1602
* **Action Fraud** - [Contact us | Action Fraud](https://www.actionfraud.police.uk/contact-us)