



7-Minute Briefings

What is a 7-minute briefing?

The Salisbury Diocese Safeguarding Team have introduced '7-minute briefings' to provide concise, focused learning sessions on various safeguarding topics. These offer insights from national Lessons Learned reviews and other themed learning, along with challenge questions for teams and individuals to reflect on in relation to their ministry context.

The concept of 7-minute briefings is inspired by a technique from the FBI, based on research indicating that seven minutes is an ideal time span for concentration and learning. In a world of increasing pressure and demands on time, 7 minutes is a manageable amount of time to set aside for learning in most settings.

Clearly such short briefings will not have all the answers, but it is hoped that they will act as a catalyst to help people discuss and reflect. In reality, many settings will be able to dedicate a greater length of time and enable more ongoing conversations.

If you have suggestions for future briefings you would find helpful, please send suggestions to safeguarding@salisbury.anglican.org

How to use a 7-minute briefing?

The briefings can be used in a variety of ways:

- Individuals can use the briefing independently for their own learning and development and share informally with others.
- Leaders, clergy, Parish Safeguarding Officers or trustees could facilitate a discussion in meetings such as PCC meetings, church leadership meetings, supervision and peer support sessions.
- Used as part of a bigger event to compliment overall learning and development.

The briefings are NOT suitable for use during a church service.

Trauma informed approach

Issues addressed within the 7-minute briefings could have an emotional impact on those engaging with them. If someone has experienced trauma or abuse, they may be particularly affected and there is a possibility of re-traumatisation. Audiences should be given advanced warning before the briefing takes place so they can ensure their own emotional and psychological safety and can decide if they are willing to attend or not. At the beginning of the briefing there should be a 'trigger warning' to let people know it contains sensitive material that people may find distressing. The briefings should be delivered face-to-face where possible and pastoral and signposting support could be offered alongside the briefing.

7 Minute Briefing

Role of the LADO

7. Questions to consider

- Do all Church Officers in your parish know how to report a safeguarding concern?
- Do all Church Officers know about 'transferrable risk' which is where concerning behaviour in someone's private life may indicate there is a risk in their employment/voluntary work and vice versa?

1. Background

The Local Authority Designated Officer (LADO) is a manager within Children's Social Care responsible for managing and overseeing allegations against adults who work or volunteer with children in any capacity.

Children can be subject to harm in any setting including within church. All 'Church Officers' (essentially anyone who has a role in a church) are responsible for reporting a concern if they believe a member of staff, ordained or lay, voluntary or paid may have behaved inappropriately towards a child.

The role of the LADO is set out in *Working Together to Safeguarding Children* so is necessary for all Local Authorities (including the Bailiwicks of Jersey and Guernsey).

2. Role of the LADO

- **Ensure safeguarding of the child** and that their voice is considered throughout the process.
- **Coordinate and oversee allegations** against individuals in positions of trust who work with children.
- **Provide advice and guidance** to employers, voluntary organisations, and agencies.
- **Liaise with police, social care, and regulatory bodies** to ensure a consistent and fair process.
- **Monitor progress** of cases to ensure they are handled promptly and thoroughly.
- **Chair strategy/allegation management meetings** where necessary.

6. Possible outcomes

At the conclusion of a process, the LADO will record the outcome as substantiated, unsubstantiated, unfounded, malicious, or false but not malicious.

Depending on the outcomes of the investigations and the level of risk, a risk assessment may be needed for the person to remain in role, or the church/diocese/Bishop may dismiss or ask them to step down from their role.



5. Process

When the Diocesan Safeguarding Team receive a concern from a parish about an adult in a position of trust who works with children, they will complete a referral to the LADO service within the relevant Local Authority. The LADO will discuss any immediate safeguarding decisions and next steps. They will then oversee/be alongside the other strands i.e. child protection, criminal investigation, disciplinary process. The LADO will record any referrals to DBS or other statutory bodies.

4. Transferable Risk

Incidents that happen in a person's **private life** may highlight there is a transferable risk to children they work with in another setting such as when volunteering at church (and vice versa). Examples could include domestic abuse, substance misuse, extremism and radicalisation, mental health and close personal relationships with someone who may pose a risk to children.

3. Criteria for the LADO

If you become aware of any of the following, please contact the Diocesan Safeguarding Team and we will support with a referral the LADO and other statutory agencies.

If a person in a position of trust who works with children has:

- Behaved in a way that has harmed or may have harmed a child.
- Possibly committed a criminal offence against or related to a child.
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children.
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children.
- Allegations of non-recent abuse should be responded to in the same way as a contemporary concerns.

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