



The National Safeguarding Team

Promoting a Safer Church

This month's NST newsletter

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Message from the Director of Safeguarding

Dear colleagues,

As this is the first newsletter of 2020, I am sharing a proposal we are developing to ensure consistently good safeguarding practice across the Church. The rationale behind this proposal I set out briefly below, and it has received approval from both the Archbishops' Council and the House of Bishops, giving a mandate to develop detailed proposals about change. Since I have started in post, through feedback from a number of sources and working with colleagues, I have understood the main challenges in safeguarding to be as follows:

Over the last few years, the Church has improved governance, invested significantly in posts, training, and audit. It has developed guidance, procedure and policy, and in doing so has taken necessary steps towards a safe system that helps prevent abuse. However, there is a lack of consistent transparency and challenge in decision-making. There needs to be a deeper improvement culture which starts by listening and seeking feedback from all available sources, including data, survivors, stakeholders, and peers; and improving engagement with survivors must be a clear priority.

Achieving our ambitions means moving beyond structures and guidance, to create a paradigm shift – whereby safeguarding objectives and practice reflect and inform the beliefs and values that characterise the Church's mission; and where each person truly understands the importance of change, the centrality of change to the Church's mission, and how the change will bring results. This is a challenge of leadership first and foremost.

I am proposing to develop a model of greater regional collaboration between dioceses, cathedrals and others to enable increased central oversight and governance of local safeguarding, without changing the autonomy of local arrangements. Additional key posts would take responsibility for delivering safeguarding changes across defined geographical / diocesan areas. This would be led by regional leaders working across clusters of dioceses and cathedrals. The clusters could be determined by factors including congregation numbers, geographical areas and/or any existing regional arrangements. A regional structure and leadership of this kind would reduce reliance on external organisations, increase confidence, assist learning, and ultimately create greater consistency of good practice. These regional leaders could contribute to our strategic objectives in the following ways:

Strategic Objective	What regional leaders would deliver
<i>Deliver a highly effective safeguarding service</i>	<ul style="list-style-type: none"> • Provide a point of escalation and resolution for disputes or complaints • Disseminate learning nationally from case reviews, audit, assessments etc informing training analyses.
<i>Ensure consistently good safeguarding responses</i>	<ul style="list-style-type: none"> • Undertake safeguarding supervision of DSA's • Implement quality assurance standards • Facilitate sharing/commissioning arrangements across regions for specialist skills such as advocacy, independent reviewers and risk assessors
<i>Create a survivors' strategy and effective co-production</i>	<ul style="list-style-type: none"> • Facilitate and lead regional networks for survivor engagement • Take strategic lead for specific areas of policy development requiring co-production
<i>Achieve a robust and effective leadership culture</i>	<ul style="list-style-type: none"> • Provide additional senior safeguarding expertise and capacity at national and local levels

Clearly any proposal that involves significant change can only work if the people most affected think that it is a good idea and are consulted with in order to co-produce the outcomes. I have been talking to people around the country when I have had opportunities and received some positive feedback but much more consultation is required. On that basis we are planning to share more detail at the Diocesan Safeguarding Day on March 26th in Manchester and I hope that many of you are able to join us then. It is important to note that this proposal does not suggest a central model of safeguarding run from a single team; nor does it suggest local

safeguarding teams should be line managed through a centralised structure. It is recognising the need for greater consistency and support offered to DSAs and others without changing the embedding of safeguarding practice and responsibility within dioceses and cathedrals, and is seeking to bring a structured facilitation to regional opportunities, enabling peer support and challenge, sharing flexible resources, shared commissioning arrangements and an increase in professional support for safeguarding teams.

I welcome your initial thoughts and feedback by email or telephone so I invite you to get in touch if you would like to share ideas or contribute to working up more detailed proposals.

I would also like to thank Moira Murray, who leaves this week, for her valuable role in the NST and her enormous dedication to casework and the wider network. I am sure you will join me in wishing her well. The full team list is below which we endeavour to keep updated, with our profile pictures. Further team news will be announced in due course.

Best Wishes,

Melissa

Safeguarding at Synod

Bishop Peter Hancock will lead discussions at [Synod in February](#) regarding the Church's response to the Independent Inquiry into Child Sexual Abuse (IICSA)'s recommendations made in their [report](#), published in May 2019. The report followed public hearings held in 2018 to examine two case studies: the Diocese of Chichester and the Church's handling of

allegations against Peter Ball. The paper prepared for Synod provides an update about progress the Church has made against those recommendations, and can be found [here](#).

Training and Development

Training Plan Consultation

Dear Colleagues

Firstly thank you to those who completed the consultation document for our two year training plan. I will make sure that I capture and analyse your input in order to inform how we move forward.

Risk Assessment Training

We now have dates for the next round of Risk Assessment Training for Safeguarding Advisers. The dates are as follows:

- **Day 1 - Introduction to risk - Tues 5 May 2020**
- **Days 2 & 3 - Risk assessment and management in the Church, including use of the new risk assessment template - Weds & Thurs 13 & 14 May 2020**
- **Day 4 - Interviewing skills - Tues 19 May 2020**

The venue will be in London and I will circulate this as soon as it has been confirmed. To provisionally confirm your place on this course please do send me an email at craig.hutton@churchofengland.org

Online Portal Enquiries

We receive a significant amount of queries about the online portal. Please remind people that any eLearning queries are to be sent to this email address elarning@safeguardingtraining.cofeportal.org and not to the

National Safeguarding Team.

C4 Senior Leadership Course

We are about to embark on a mass revision of the C4 course. The final C4 course took place on 27th January. Please do bear with us as we remodel and develop the new module. There are no plans currently to deliver any further C4 sessions until the new course is developed.

If you have any questions or queries about any of these points then please do get in touch with me at craig.hutton@churchofengland.org

Training and Policy Update - Safer Recruitment Policy Revision

Thank you again to everyone who responded with feedback about our policy and training development proposals. The revision of the Safer Recruitment policy remains a priority for us and will be undertaken jointly with our linked HR Adviser from the NCI HR department. Our usual adviser has just begun her maternity leave and we are working with HR to recruit cover for this post. Interviews are expected in February and, once in post, the Safer Recruitment policy work will be a key priority for the successful candidate. The Safer Recruitment training module will be on hold until the policy is updated. Please check future NST newsletters for further updates.

Virtual Working Groups for Policy Revision

We are setting up some virtual working groups for the revision of the children, young people and adults safeguarding policy area (for further

information see [here](#)). Please would you let Nathalie Ballard (nathalie.ballard@churchofengland.org) know by 7th Feb 2020 if you are a DSA, ADSA or Cathedral Safeguarding Lead and would like to volunteer to be part of one or more of the three virtual working groups for this policy. When replying, please let her know:

1. Which working group you would like to join
2. Whether you can attend the first 'in person' workshop (and if so, if you have any dietary requirements as lunch is provided) or if you will be dialling in.

Joining a working group does not mean you will need to respond to every request for feedback, and if you do not join, you will still have chance to feedback at other points, including at the second draft stage and at the DSA/Cathedral Safeguarding Leads day in March.

Colin Perkins (colin.perkins@churchofengland.org) will be in touch in the next few days regarding the working groups for the revision of 'Responding Well to Allegations against Church Officers'.

E-Manual

The e-manual project now has a small NST project group overseeing the development.

Church of England website developers (Big Blue Door) will be building the specification of the e-manual into the existing Church of England website. The format will change from individual PDFs to policies being integrated onto pages on the website. The policies of course will still be downloadable and printable. This system hopes to bring some helpful and user-friendly additions such as a glossary function, search function and more clearly understandable numbered paragraph system. The NST is

working with Big Blue Door to refine the specification and ensure it meets the needs of those accessing the policy documents.

We had previously hoped to make some policies available on the e-manual system from February 2020. However after consultation with the developers and assessing the policy revision work programme, the decision has been taken to launch the newly revised policies on the e-manual system as and when they are ready. This will mean a slower migration of the policies but will hopefully provide users with more time to become acclimatised to the system as each policy is added. Current policy work plans indicate that some new policies will be added after approval at the NSSG in September 2020.

We are still in the stage of finalising the exact specification of the system and would welcome some DSAs and Cathedral Safeguarding Leads to give their input on the sorts of functions we are adding and for a test stage before the first policy goes live. Please contact hannah.sinclair@churchofengland.org if you would like to be a part of this over the next few months.

SCIE Independent Audit of Bishopthorpe Palace - March 2020

As part of the SCIE Audit process, the office of the Archbishop of York has this week written to seek the opinions of the diocesan and cathedral staff who may receive advice, support and guidance from the Provincial Safeguarding Adviser (PSA) at Bishopthorpe Palace.

The email has been circulated to Diocesan Safeguarding Advisers/Cathedral Safeguarding Advisers, Bishops' Chaplains, Diocesan

Bishops, Deans, Diocesan Registrars and Diocesan Secretaries.

Communications

There has been a range of national coverage of safeguarding-related issues linking to the NST and dioceses; list below. For any questions do contact rachel.harden@churchofengland.org or nick.edmonds@churchofengland.org – we are in regular touch with all comms colleagues in dioceses.

December

- Safe Spaces – [response from the NST](#) following an article in *Private Eye* just before Christmas – the statement was then picked up by the [Church Times](#).
- Further coverage of Jonathan Fletcher case (Southwark) in [Telegraph](#)

January

- Peter Ball BBC documentary: *Exposed: the Church's darkest secret* – [download on iplayer](#) – both national and church press previewed and reviewed the programme
- Church response from [lead safeguarding bishop, Peter Hancock](#) PLUS short video response from [Bishop of Gloucester, Rachel Treweek](#)
- CDM focusing on a case in Chelmsford diocese plus research by the Sheldon Hub – [Telegraph](#) [Daily Mail](#), [Church Times](#),
- PCR2 – media brief (see *Church Times* article [Dioceses to dig deeper into their safeguarding history](#)) to update on progress [plus statement on CofE website](#).

- Report from All Party Parliamentary Group on safeguarding in faith settings on position of trust issue, noting Church of England support for change in law - [Telegraph](#)

DSA & Cathedral Safeguarding Lead Day - Reminder

Date: Thursday 26th March 2020

Timings:

- 9.30am Coffee / Tea, signing in
- 10.00am Day starts
- 4.00pm Day finishes

Location: King's House Conference Centre, King's Church, Sidney Street, Manchester M1 7HB (see map [here](#)).

An agenda will follow shortly. For further information please contact craig.hutton@churchofengland.org

Inform us of your Regional Meeting Dates

We would love to attend your regional DSA meetings. If your region has arranged meetings for this year and you would like a member of the team to attend, please email safeguardingeo@churchofengland.org with the dates so we can arrange for someone to join you.

Contact Details

If you have a new member of staff joining your safeguarding team, please contact us to share their details (name, role, email address and contact numbers) so that we can update our distribution lists accordingly.

For all general NST enquiries, please contact:

safeguardingeo@churchofengland.org

Meet the NST



Melissa Caslake
Director of Safeguarding



David Worlock
Deputy Director,
Development (Safeguarding)



Moira Murray
Senior Casework Manager



Colin Perkins
Policy Developer



Craig Hutton
Training & Development Manager



Anthony Clark (Tony)
Provincial Safeguarding Adviser
(Lambeth)



Thomas Foot
Safeguarding Administrative
Assistant (Lambeth)



Elizabeth Pollard (Polly)
National Safeguarding
Caseworker



Anna Flower
Provincial Safeguarding Adviser
(Bishopthorpe)



Becci Leckenby
Assistant to the Provincial

**Safeguarding Adviser
(Bishopthorpe)**



**Barbara Chapman
Projects Officer & IICSA
Administrative Officer**



**Lucy Ocran
Team Administrator**



**Emily Denne
Advisor for Survivor Engagement**



**Nathalie Ballard
Policy Officer and IICSA Project
Manager**



Martyn Burrell
National Case Management
Project Manager



Helen Todd
Projects Officer



Emma Stradwick
Business Support Manager and
PA to National Director of
Safeguarding



Catherine Truelove
HR Adviser (Safeguarding) - on
maternity leave



Maureen McGrath
Safe Spaces Associate Project
Manager



Donald Findlater
Past Cases Review Project
Manager



Gemma Marks-Good
Safeguarding Advocate

Rachel Harden
Deputy Director of
Communications (Safeguarding)

[Read more about the National Safeguarding Team, their roles and responsibilities.](#)



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An update from the National Safeguarding Team for the Church of England.

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