



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,

Six weeks into the lockdown and meeting on Zoom certainly feels the new normal but there still seems to a lot going on in the safeguarding world as the items in the newsletter show and do feel free to respond on any of the topics we highlight. I commend the note from Bishop Mark Sowerby who chairs the national PCR2 Board, encouraging us all to keep up our important work, while acknowledging how busy we continue to be. There are also items on training and development, cathedral and Palace audits and an update from the National

Safeguarding Steering Group; there was a new commitment from the group, now chaired by the new lead bishop Jonathan Gibbs, to publish feedback after each meeting. Also please do send any further views on the proposed regional model (link to the paper is below), and many thanks to those who have already sent in their responses.

On a staffing note we welcome the new Deputy Director for Casework and Strategy, Zena Marshall, who introduces herself and no doubt a number of you will have 'met' her already at various meetings.

I do hope you are all well and please keep us updated with any health news in your teams, if appropriate, or any staffing issues – this is a very difficult time for everyone and we know that church finances, particularly in dioceses, are stretched.

Melissa

COVID-19

There is now a [dedicated section](#) of the NST website for information relating to safeguarding and COVID-19. The NST will continue to add information produced by the team, as well as useful links to government advice and other helpful websites.

Recent updates include information about domestic abuse support and also the use of video calling with young people. We would be very interested to see any materials produced by parishes and dioceses, please email Nathalie and Colin anything you would like to share.

Think Safeguarding

The NST has produced a [brief note](#) about the importance of safeguarding during COVID-19, which we hope will be helpful to those undertaking

safeguarding and pastoral work. Please do share with parishes as appropriate.

Effect of lockdown on vulnerable children - Farrer & Co briefing note

Farrer & Co have issued a helpful summary of the various risks being posed to vulnerable children during lockdown and the early evidence around dips in referrals, online abuse and other areas. It is available [here](#).

Deputy Director for Casework and Strategy

I would like to take this opportunity to introduce myself. I started with the NST as the Deputy Director for Casework and Strategy on the 14th April. My role has a number of different responsibilities including leading on national safeguarding casework, learning lessons reviews and the Past Cases Review 2 project. Starting a new post whilst under lock down has been interesting, but I would like to thank everyone for making me feel very welcome and helping me understand the task I have ahead. I look forward to meeting you either virtually or in person over the coming months. If you have anything you want to discuss with me please don't hesitate to get in touch.

Zena

Training and Development

Work on the revision of all safeguarding training modules is now underway, with a Task and Finish Group established for each. Whilst this longer term work is underway, there is also an immediate challenge arising from the fact that face-to-face training is not possible. From feedback we understand that the C2 Leadership module is the priority for dioceses. We are therefore working on a virtual version of C2 to be delivered via Zoom. The materials should be ready by the end of May. In early June we are going to be running three different virtual sessions for diocesan / cathedral safeguarding trainers which will cover: how to use Zoom for training (dates detailed below), training techniques and methodology (details below), and an introduction to the virtual C2 materials. Trainers should then be able to start delivering virtual C2 from mid-June.

We are also in the process of developing a virtual version of the C4 Senior

Leadership module and will update you shortly on the timescale for this.

Virtual Leadership module

We can now confirm the dates for the 90 minute Zoom training sessions. These sessions are an essential part of the preparations for delivering the virtual version of the Leadership module and will train you in the use of Zoom for training. In addition to these sessions Craig and Lisa will also offer the diocese that they are looking after additional support in familiarising themselves with the new elements of material ahead of the virtual module 'going live'.

The dates for the Zoom sessions, which will all be held from 9:30am-11:00am, are as follows:

- Wednesday 3 June 2020
- Thursday 4 June 2020
- Friday 5 June 2020
- Monday 8 June 2020
- Tuesday 9 June 2020

Each session runs with a maximum capacity of 12 participants.

Places are limited to 1 per diocese/cathedral, unless there are extenuating circumstances - these should be discussed with Craig or Lisa.

Please nominate your representative and indicate your preferences for the session you would like to be allocated to by contacting Craig (East, South East and South West regions) or Lisa (North and Midlands regions) by Friday the 15th of May.

Development sessions for Safeguarding Trainers with Dr Lisa Oakley

Dr Lisa Oakley has agreed to run a development session for Safeguarding Trainers, to be delivered virtually. We are still awaiting the specific detail of the session however it will include learning on different training methodologies and platforms. The session will be run twice on Tuesday 9 June 2020 – there will be a morning and afternoon session. Places are reserved for employed trainers. Please could you let Craig and Lisa know if you would be interested in participating in the session and indicate your preference to morning or afternoon.

IICSA

Final Report for the 'Anglican Church' Investigation

We understand that the final report for the investigation into the Church of England and the Church in Wales is still expected to be published this summer. Meanwhile work to implement the recommendations made in the interim report continues, as per [GS2158](#), which was included in an earlier newsletter.

Safeguarding in Religious Organisations

Many of you may be aware of an additional investigation being undertaken by IICSA, looking at safeguarding in other religious organisations (beyond their investigations involving the Church of England, Church in Wales and the Catholic Church in England and Wales). The public hearings for this investigation began on 15th March 2020, however on the 16th March 2020, the inquiry announced it was [suspending](#) the public hearings due to the government announcement made that day in relation to COVID-19. The inquiry has now [announced](#) that the hearings will continue via video conference in May 2020. The NST will monitor this investigation to consider where the inquiry may make recommendations which would impact the Church of England, and where there may be learning to take from the evidence shared.

Policy development and due regard

In the absence of the Safeguarding Leads day in March 2020, we thought it would be helpful to hear more about the work to develop and update policy, particularly in the light of future changes to 'due regard'.

As you may be aware, changes to the Safeguarding and Clergy Discipline Measure 2016 are due to be brought before Synod. The requirement to have 'due regard' to 'safeguarding guidance' will be changed to a requirement to follow a 'safeguarding code'. The safeguarding code will be mandatory and must be followed.

The safeguarding code will be accompanied by good practice guidance to

assist people in following the safeguarding code, however the guidance will be advisory, not mandatory.

The revised policy currently being prepared by the NST reflects this new arrangement, and will show clearly what falls under the safeguarding code (and therefore what is 'must do') and what is advisory guidance. The working groups set up to contribute to the development of policy areas will help give feedback about what should be within the code, and what should be advisory. The draft policies will also be circulated widely at the second draft stage to obtain more feedback and make necessary adjustments.

It is likely that some new policies will be published before the changes to 'due regard' have completed their passage through synod. In those circumstances, the policies will initially come under the 'due regard' legislation, and then will move over to the safeguarding code when it is approved. The policies will have been drafted to follow the new policy style, so changes should not be needed when the Measure is agreed.

As per the policy workplan circulated in January, policy revision work continues in the following areas:

- Safeguarding Children, Young People and Adults
- Safeguarding in Religious Communities
- Responding Well to Survivors
- Managing Allegations Against Church Officers
- Learning Lessons Case Reviews
- Safer Recruitment

Thank you to all those who have taken part in the virtual working groups so far.

Safer recruitment policy working group

Volunteers required!

We are revising our Safer Recruitment practice guidance, in a project led by Nathalie Ballard (National Policy and Development Lead - IICSA and external relationships) and Clare Worrell (HR Business Partner – Safeguarding).

Collaborative input from across the dioceses and cathedrals is vital to ensure our policies reflect the Church's values by establishing minimum standards that bring consistency, quality and accountability to all procedures and decision making.

Last week we emailed all dioceses and cathedrals seeking volunteers for a virtual working group to start looking at the revision of this key policy area. Anyone interested in joining the group please email Andrea Harper at andrea.harper@churchofengland.org by **5pm on Friday 1st May 2020** – so you if you want to be involved, you need to be quick!

Those unable to join will still have chance to feedback at other points during the process, including at the second draft stage.

If anyone has any questions in the meantime, then please contact Clare or Nathalie.

Feedback on regional model

In last month's newsletter we included an update on the proposed regional model for safeguarding in the Church of England, available [here](#). We would really welcome your feedback on this so if you have any comments please send these to David Worlock at david.worlock@churchofengland.org with the subject 'Feedback Regional Model'.

Zoom

Since the lockdown was announced, churches have been seeking new ways to

engage in ministry. Many are using video conferencing applications, one of the most popular of which is Zoom. The NST have produced some detailed guidance for using Zoom safely in youth work in Church, available [here](#).

NSSG - Redress

The [National Safeguarding Steering Group](#), NSSG, met (via Zoom due to COVID-19 restrictions) at the beginning of April; and was chaired by the new lead safeguarding bishop, Jonathan Gibbs, who led a strategic discussion on themes following General Synod in February [where the safeguarding motion and amendment was passed unanimously](#). The motion urged the NSSG to work towards a more fully survivor-centred approach to safeguarding, including arrangements for redress for survivors. The NSSG held an initial discussion outlining issues relating to redress including a look at how schemes worked in other institutions; there was consensus that redress is about financial compensation, apology and ongoing support and that survivor representatives will be involved in any proposals for redress. We will provide further updates as soon as we are able.

It was agreed that there will be a [short report](#) from each NSSG published online and circulated.

Past Cases Review 2

As chair of the PCR2 National Project Board, I am writing write this short note to thank and encourage all our safeguarding teams who are tirelessly working despite the restrictions imposed by COVID-19. Isolated working brings significant challenges, not least in safeguarding, but we also know that the current lockdown has led to an increase in reports of domestic and other abuse and this means the safeguarding work of the Church in every community remains vital. While it is inevitable that some of the face to face work by independent reviewers may be on hold during the restrictions, other work on

PCR2 can and must continue and I know dioceses are taking the opportunity to do follow up work with individual parishes.

Can I encourage you to keep this important work on the agenda with diocesan senior teams and if you have any further questions or concerns, do contact the national project managers, Donald Findlater and Colin Perkins (Chichester DSA, seconded to the NST) who can advise. In order to understand the impact of the lockdown on PCR2 Donald and Colin will be contacting a sample selection of dioceses over the coming days.

You will all, I hope, be aware that we have moved the deadline to Spring/Summer 2021 due to the restrictions.

I would like, personally, to thank you for all the work you are doing. Safeguarding is about the mission of the Church, and it is important that we work together and support one another in this.

With prayers for you and all you are doing,

Bishop Mark Sowerby
Chair of the National PCR2 Project Board

Cathedral audits update

Last month we reached the decision to postpone the cathedral audits due to take place between March and August 2020 because of the Coronavirus pandemic. In light of further government announcements, and the measures that cathedrals have had to take, we have now decided to defer all the remaining cathedral audits that were due to take place in 2020 and conduct them during 2021. Only Lambeth Palace and Bishopthorpe audits will proceed in 2020.

We recognise that the lock-down is likely to go on longer than originally

expected and that, when it does end, there will be many other matters that cathedrals will need to attend to. Our hope is that the audits will then be able to take place in a time and space that allows for the constructive, collective reflection on the quality of safeguarding that the audits are intended to achieve.

We will sort out the actual dates for the audits in 2021 as soon as possible. We will endeavour to retain the audit dates for all cathedrals already booked for 2021. However, there may be occasions where we need to ask you to accommodate changes and thank you in advance for your understanding.

David Worlock

Recruitment

We are currently advertising for an Advisor (Lead Safeguarding Bishops Support) within the National Safeguarding Team. Full details including how to apply can be found [here](#).

Please do pass this onto anyone who may be interested. The deadline for applications is **7th May 2020**.

Communications

For the Church's response and guidance on **COVID-19** go to [the section on the Church of England website](#), also your diocese will have its own dedicated area.

There are ongoing national cases which affect a range of dioceses – Rachel Harden (rachel.harden@churchofengland.org) is in touch with the relevant comms officers. Do not hesitate to make contact if you have any queries.

Below is an update of both coverage of cases and NST statements or publications/blogs for April

[Blog by lead safeguarding bishop](#), Jonathan Gibbs, to mark the start of him taking up the role

[Church Times report](#) on blog

[Telegraph report](#) on CDM penalty (Southwark) for Jonathan Fletcher

[Update statement](#) on timing for Smyth review

[Blog from Meg Munn](#), independent chair of the NSP, on safeguarding adults

Inform us of your Regional Meeting Dates

We would love to attend your regional DSA meetings. We understand these are likely to be taking place virtually for the time being. 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 via phone or video call.

Share 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



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