

Liverpool Diocesan Safeguarding Team

Annual Report 2018

Welcome to the annual report on safeguarding in the Diocese, and in particular the key areas of focus and activity for the Liverpool Diocesan Safeguarding Team.

Liverpool Diocese is committed to following the House of Bishops' policy statement 'Promoting a Safer Church'.

We do this by:

- Promoting a safer environment and culture
- Safely recruiting and supporting all who work with people at risk
- Responding promptly to any safeguarding concern or allegation
- Caring pastorally for victims/survivors of abuse
- Caring pastorally for those who the subject of concerns or allegations of abuse
- Responding to those that may present a risk to other
- Training of all church officers following the National Safeguarding Team guidelines

This report aims to give a brief national picture before key activity in the diocese.

Safeguarding nationally and its impact on safeguarding in the Diocese

Independent Inquiry into Child Sexual Abuse

The first public hearing of the Independent Inquiry into Child Sexual Abuse (IICSA) focusing on the Church of England was held in March 2018. IICSA published its interim report on Wednesday 25 April 2018

This investigation aims to assess the appropriateness of safeguarding and child protection policies and practices in the Anglican Church. It will consider the adequacy of the Past Cases Review of the Church of England and the Historic Cases Review of the Church in Wales. As a case study, the experience of the Diocese of Chichester was considered, where there have been multiple allegations of sexual abuse, and numerous investigations and reviews. The case of Peter Ball, formerly Bishop of Lewes and subsequently Bishop of Gloucester was also considered to investigate whether there were inappropriate attempts by people of prominence to interfere in the criminal justice process after he was first accused of child sexual offences.

Preparation for IICSA has impacted significantly on Diocesan Safeguarding Advisers across the country. It is anticipated that the inquiry's deliberations will lead to a range of recommendations for future policy and practice within the church and other institutions. It is highly likely that the inquiry activity will stimulate an increase in the number of reports and allegations requiring consideration and investigation.

Past Cases Review

In May 2007, the House of Bishops asked for a review of past cases. This followed court appearances by several clergy and church officials who had been charged with committing sexual offences against children. This became known as the Past Cases Review 2007-2009 (PCR)

In 2018 the National Safeguarding Team (NST) published a draft consultation on implementing specific recommendations of the Independent Scrutiny Team's report into that Review. They recommend that all dioceses should be asked to check with every parish that all safeguarding concerns about the behaviour of any parish employee or volunteer towards children both currently and historically (since 2007) have been notified to the DSA. Files located will be independently reviewed and any cases of concern that emerge are to be dealt with by the DSA as if they were new referrals.

It is not clear what the outcome of this consultation will be. There is the possibility of a significant resource requirement to service any such review. It is not clear how many cases this will raise.

Safeguarding Locally

The NST visited in May 2018 as a pilot of their 'Safeguarding Progress Reviews'. The Safeguarding team prepared for this with an away day in January to look at and address the recommendations from the 2016 SCIE report. This preparation led to the appointment of a professional supervisor for the DSA.

The recommendations from this Progress Review to the DSA's line manager being changed to Mike Eastwood the Diocesan Secretary, the underlining of the need to compile a robust action plan and the need for strengthening of the Safeguarding Monitoring Group. Michael O'Connor an Associate working with the NST was engaged by +Paul to assist in creating a plan and reviewing the Monitoring Group. A report into this work is expected from Michael.

The 'Responding well to those who have been sexually abused' (2011) guidance, indicates the requirement for victim/survivors to have access to Authorised Listeners. The Diocese had been paying for a telephone service from CCPAS to deliver this – but it had never been used. Over the year the DSA and Dawn Harrison worked together to build a new service of Authorised Listeners using selected Spiritual Directors. After engaging 'Church Safeguarding Consultancy' to deliver bespoke training, this service was commissioned by +Paul on 22nd November 2018.

The Safeguarding Team were delighted with the appointment of Andrew Holmes as Assistant Diocesan Safeguarding Adviser in November 2018. Andy brings a wide variety of experience to the team; he will be acting Cathedral Safeguarding Officer in

preparing the Cathedral for their SCIE inspection in March 2020, as well as supporting the team in casework and training.

The Safeguarding Team have worked at forming links throughout the Diocese and wider community by:

- working closely with statutory agencies
- The DSA training for the Liverpool Children's Safeguarding Board twice a year
- Working with NSPCC/O2 and the Children and Family's Missioner enabling e-safety training
- Close working with the Methodist District Safeguarding Officer on several cases and attending the joint, northern Anglican/Methodist safeguarding forum
- Attendance Northern Province DSA group
- Facilitation of a 2 day visit from NST representatives who were researching a report into the effectiveness of training.
- Involvement in procurement of the NST electronic record system
- Attending the Halton LSCB faith forum,

The Action Plan

A Diocesan Safeguarding Action Plan has been formulated. It addresses 8 key areas:

1. Governance and Leadership

The title Diocesan Safeguarding Advisory Panel (DSAP) has been adopted instead of the former Safeguarding Monitoring Group in line with NST guidance. Work has been done with Michael O'Connor from the NST and the Chair Kari Roberts to encourage the involvement of the group in the management of the Safeguarding Team and a wider ranging agenda. Wider membership of the group is being encouraged from key professional agencies.

A monthly safeguarding update on current cases is sent to senior clergy to keep them informed of the progress of current cases across the diocese.

2. Policies and Practice

The parishes are being encouraged to adopt the NST's on-line Parish Safeguarding Handbook and have an awareness that the Diocese of Liverpool are following all NST policies and guidance.

3. Engagement and Communications

Communication about safeguarding is through training and the Diocesan Website and Bulletin. The website is being updated and several articles have appeared in the Bulletin

4. Effective Training (see Appendix 1)

Training for C3 is led by 'Church Safeguarding Consultancy', all other face-to face training is facilitated by the Safeguarding Team and 2 volunteer trainers.

The Safeguarding Team has experienced some very positive engagement in the training programme from many clergy and parishes across the Diocese. A small number of parishes are finding it hard to prioritise training for relevant church officers in the context of time pressures and difficulties finding volunteers to fill many key roles. It is essential to identify ways that we can support less resourced parishes to engage with the whole safeguarding agenda.

Training completed in 2018 compared with 2017

Training	Sessions offered 2018	2017	2018	Change
C0 – on line			230	
C1 – on line			74	
C2 - Cathedrals	6		90	
C2 - parishes	12	287	406	+119
C3	5	256	139	-117
S1- safer recruitment	1		11	
S3 – responding well to Domestic abuse	1		12	

Figures for C3 training have dropped as the majority of clergy, Readers and LML's have now attended C3 training. We expect a further drop in attendance at C3 training in 2019 and have commissioned less C3 training to be delivered as a result. The refresher training C5 will be introduced in 2019 for those who completed C3 over 3 years ago. The S1 and S3 trainings have been adapted from NST guidance and piloted. Most senior staff attended C4 training in 2017 – those who did not attend then will attend in 2019.

The Safeguarding Team have attended training themselves.

Catriona Richardson (DSA) attended C4 in March, the Induction training for new DSAs in February, reacting to domestic abuse training in Warrington LSCB and some Liverpool SCB Spotlight sessions.

Ruth Reed attended Voice of the Child Domestic abuse training. Ruth also had training as part of access to work in the use of a new iPad.

Andy Holmes attended the Liverpool Safeguarding Children Board Learning from Serious Case Reviews.

Karen Parkinson – volunteer trainer attended training about domestic abuse.

5. Accurate and Accessible Record Keeping

Standardised records are completed after each contact. These are stored on the confidential safeguarding computer drive. Active cases have a standardised paper record. The team are happy to embrace an electronic record once the NST have commissioned a provider for the entire network.

All active records were audited in February 2018 highlighting:

- The safeguarding team need to produce records of a high standard across the team.
- The team need to record chronologically all phone calls, contacts and emails, detailing what was said, to whom, what actions are to be taken and what the plan is for the future.
- During training sessions the trainers should emphasise the importance of asking and recording full names, dates of birth and addresses and passing on information to DSA.
- Safeguarding team to be sure to ask and record full details of contacts.
- A plan of action needs to be created and recorded after each contact.

6. Undertake safeguarding casework

Safeguarding casework figures 2018 compared with 2017

	2017	2018	Change
Active cases (in December)	46	53	+7
New Cases ¹	39	48	+9
Cases Closed ²	Not recorded	21	
Cause for concern contacts ³	59	94	+35
Risk assessment for blemished DBS	17	10	-7
Referrals into Children's Services (see Appendix 2)	10	6	-4

7. Offer Victim/survivor support

There are now 5 Authorised Listeners and 2 supervisors in place working with all who have been affected by abuse. All referrals to the service come in to the DSA, who monitors the uptake of the service and is in contact with the Listener once the 6 contacts offered have been completed. The CCPAS listening service has ended.

8. Quality Assurance

- New paperwork has been created for the Archdeacon's Parish Reviews – 6 were completed in 2018.
- The DSA conducted an audit of all 'closed cases' to ensure that nothing had been overlooked. A number of issues were highlighted which resulted in a 'core group' meeting to identify actions to be taken.

¹ Cases that are received opened and worked with extensively for the first time in that year and necessitate a paper casefile.

² Cases are closed by the DSA in conjunction with the Diocesan Secretary

³ Phone call, email or face to face contact that initiates a limited piece of work that is recorded digitally.

The Cathedral

Andrew Holmes is acting as Cathedral Safeguarding Officer with a particular remit to support the cathedral staff towards the Social Care Institute for Excellence (SCIE) audit in March 2020.

A Cathedral Safeguarding Advisory Panel (CSAP) was set up with key personnel from the Cathedral to address safeguarding issues within the Cathedral.

An action plan has been commenced for the cathedral and bespoke training sessions have been implemented as previously reported. A progress report will be submitted to chapter for their information.

Summary of achievements and challenges

2018 was a challenging year for safeguarding both nationally and locally. We have continued to see a steady increase in the number of concerns raised and allegations reported. This may be an indicator of the impact of Safeguarding Training promoting a culture of informed vigilance. It is very clear that a significant number of parishes and clergy are fully embracing their responsibility in the area of safeguarding and have engaged well with training and consultation. However, the challenge remains in some parishes, to find the best way to support them to understand and embrace safeguarding as everybody's business. We aim to increase awareness of a 'safeguarding culture' across the diocese.

The introduction of action plans as working documents in both the cathedral and the diocese should guide and chart our progress, while the recent increase in capacity will enable more timely interventions and the addition of an extensive training programme. In all of the activity during the year we have kept the focus on ensuring that the voice of survivors, those affected by abuse and those facing allegations shapes our decision making and action.

Catriona Richardson

Diocesan Safeguarding Adviser January 2019

Appendix 1

Summary of Current Courses

C0 - on line provided through the National Safeguarding Team. For anyone who needs a basic level awareness of safeguarding.

C1 – on line provided through the National Safeguarding Team. A foundation training for anyone who has safeguarding responsibilities or who have contact with children or young people and/or adults who may be vulnerable.

Historically Liverpool Diocese have encouraged the groups of people identified by the National Safeguarding team in the 2017 Safeguarding Training and Development practice guidance to attend this course to attend the C1/2 face to face training provided by the safeguarding team.

C2 – 2½ hours face to face training provided by the Safeguarding Team. This is for anyone who has safeguarding leadership responsibilities or responsibility for leading activities involving children, young people and/or adults who may be vulnerable.

C3 – 6 hours face to face training commissioned from 'Church Safeguarding Consultancy'. This is required for all Clergy holding a licence or licenced/authorised Lay Ministers and Readers.

C4 – 6 hours face to face training delivered by the National Safeguarding team for senior staff who have key roles in safeguarding policy, strategy and practice.

C5 – 2½ hours face to face training delivered by the Safeguarding Team to those who completed training 3 years ago. Initially the team plan to target Clergy, Local Missional Leaders and Readers.

S1 – Safer Recruitment - 2½ hours face to face training delivered by the Safeguarding Team to explore the scope of safer recruitment in the church context for all paid staff and volunteers with children and adults.

S3 – Responding to Domestic Abuse. 2½ hours face to face training delivered by the Safeguarding Team. Examines issues relating to domestic abuse, and how the Church can respond well to this.

Other modules are planned by the National Safeguarding Team entitled:

- Pastoral Relationships, confidentiality and confession (S2)
- Grooming, sexual abuse, responding to survivors (S4)
- Assessing and Managing Risk (S5)
- Spiritual Abuse (S6)
- Support Person/Link Persons (S7)

These will need to be introduced as they are produced by the National Safeguarding Team and may need specialist support to deliver them.

Appendix 2

Raising Concern with Children's Services

Liverpool Diocese covers 8 Local Safeguarding Children Boards (LSCB) soon to be known as Multi Agency Safeguarding Arrangements (MASA). Each LSCB has its own Guidance on responding to need and ways of raising concerns.

The Diocesan Safeguarding Team is happy to raise concerns with Children's or Adult Services and assist parishes in contacting Services themselves.

Unless a child is at immediate risk of significant harm it is good practice to ensure that the parents are aware of the referral and that their consent to make the referral has been gained. When dealing with issues from the parishes, this practice of discussing the concerns with the parents prior to contacting Children's Services often results in the Parish Safeguarding Officer or incumbent gaining greater insight into the case and has meant a call into Children's services has not been necessary often because they are already involved.

This could account for the drop in referrals made by the Diocese in 2018.

Referrals into Children's Services have included – disclosures made by children, sharing of indecent images and incidents of domestic abuse.

