	SCIE Considerations	National Safeguarding Team Response
1.	**Management of Safeguarding** How to clarify the meaning of safeguarding leadership and its delegation, in particular around the operational receipt of concerns and the decision-making over referrals to statutory bodies: such responsibilities need to be with those who have no potentials conflicts of interest and are the fundamentals of a professional safeguarding service.	• Safeguarding leadership is strengthened and clarified in the new 'Roles and Responsibilities of Church Office Holders and Bodies Practice Guidance-due to be agreed in July 2017. • NST has recommended an amendment to the DSA Regulations 2017. This will give the authority to the Diocesan Safeguarding Adviser to make a referral to statutory agencies, even if there is a disagreement with the Diocesan Bishop. Plans are progressing to take this for agreement to the July National safeguarding Steering Group.
2.	What form of escalation process is required to deal with disagreements about operational decision making? Should this be through the national safeguarding team?	• The primary responsibility for safeguarding is in the Diocese, where disagreements about operational decisions need to be managed. • The revised 'Responding to concerns and allegations relating to church officers Practice Guidance' provides additional clarity in respect of any escalation to the National Safeguarding Team.
3.	Is there a need to clarify how the parallel process of Clergy Disciplinary Measures (CDM) sits with safeguarding processes, and in particular when it might or might not be appropriate for an alleged victim to make the complaint to initiate a CDM?	• Plans progressing to conduct a consultation on the effectiveness of the CDM process in safeguarding cases. This is within the NST Business Plan for 2017
4.	Is there a need for DSAs to attend some senior management meetings in a diocese and, at a minimum, report on the safeguarding functions?	• This is clarified in the new 'Roles and Responsibilities of Church Office Holders and Bodies Practice Guidance-due to be agreed in July 2017.
5.	**Diocesan Safeguarding Service** How to clarify the essential and desirable qualifications and experience for those in the safeguarding service, in particular for DSAs, those providing professional supervision, those writing any local policy and procedures and those delivering training?	• The role of the DSA is clarified in the new 'Roles and Responsibilities of Church Office Holders and Bodies Practice Guidance-due to be agreed in July 2017, alongside the new DSA Regulations 2017. This includes the requirement to have professional supervision with a supervisor who has the necessary qualifications and experience. The guidance offers further advice on what appropriate qualifications and experience means.
6.	The need to define more clearly what could be conflicts of interest for any post holder.	• The new 'Roles and Responsibilities of Church Office Holders and Bodies Practice Guidance' provides greater clarity about respective safeguarding roles in the Church e.g. a Church Warden and/or an Incumbent. This is supported by the revised 'Responding to concerns and allegations

		relating to church officers Practice Guidance' which makes specific reference to conflicts of interest in respect to core groups
7.	How should supervision arrangements and advice be incorporated and demonstrated in the work of the DSAs and linked to the internal management arrangements?	• New guidance is offered to address this in the 'Roles and Responsibilities of Church Office Holders and Bodies Practice Guidance (Annex 1)-due to be agreed in July 2017.
8.	How to further develop stronger links and support services to the individual Diocesan Safeguarding Advisors	• This has been a consistent part of the NST work over the last couple of years. The NST has strengthened engagement with the DSAs, notably in terms of the introduction of Provisional Safeguarding Advisers offering advice/support to DSAs. • CofE are holding a National Safeguarding Summit in 2017 to offer additional learning and networking opportunities.
9.	**Diocesan Safeguarding Group** How to develop national consistency around the role of the DSG, including its function, membership (including the need for children and adult social work expertise and representation from statutory agencies), role of officers in its work (including the DSA) and relationship to other safeguarding strategic management groups.	• This is addressed and strengthened in the new 'Roles and Responsibilities of Church Office Holders and Bodies Practice Guidance-due to be agreed in July 2017.
10.	How to develop stronger links between, and support services to, the independent chairs of the diocesan safeguarding groups.	• The NST has introduced annual National Chairs' Network meetings and promoted Chairs regional network meetings for Chairs. • The Chairs are invited to Safeguarding Summit in September 2017.
11.	**Quality Assurance Processes** Consider the development of national guidance around the components of diocesan quality assurance framework, to encompass safeguarding practice in the diocese and the parishes.	• The NST has outlined key components of Diocesan QA, namely annual self-assessment, independent audit. • Plans are progressing to pilot safeguarding progress reviews with three diocese, in 2017, as a follow up to their independent audits. With a view to roll out to all Diocese in 2018. • The NST is piloting a Parish QA framework and tools with three Dioceses in 2017 as part of a project to develop an electronic safeguarding tools in the Church (Safeguarding Hub).
12.	**Policy and Practice Guidance**	• Section 5 & 6 of the Safeguarding & Clergy Discipline Measure came into force on 1 October 2016. This introduced a duty to have due regard to

	Consider the need for the national team to provide DSAs with clarity about the need (or not) of any local guidance, policy or procedures to complement national editions, and whether or not it is possible to retain local procedures which are preferred to national ones	House of Bishops Safeguarding policy & guidance. The HofB guidance is now supported by good practice reference materials and templates that can be adapted for local use. • A National Electronic Safeguarding Manual for use across the Church is in development for 2018.
13.	The need for open discussion within the Church about implications of the inevitable blurring of personal/professional boundaries in Church life: implications of 'duty of care' of clergy, clarity over management responsibility of situations and conflicts of interest	• The new 'Roles and Responsibilities of Church Office Holders and Bodies Practice Guidance' provides greater clarity about respective safeguarding roles in the Church e.g. a Church Warden and/or an Incumbent • Core Safeguarding training modules (C3 and C4) aimed at Incumbents and diocesan senior staff teams does address potential conflicts of interest.
14.	As part of the revision of 'Responding to Serious Situations relating to Church Officers', consideration be given to further clarification about the threshold for referral to statutory services, and the use of consultation processes with adult services, as well as children's social care to enable a fast resolve of disagreements	• The revised 'Responding to concerns and allegations relating to church officers Practice Guidance' provides additional clarification- due to be agreed in July 2017.
15.	Further clarification about the threshold for referral to statutory agencies	• The revised 'Responding to concerns and allegations relating to church officers Practice Guidance' provides additional clarification- due to be agreed in July 2017.
16.	**Complaints and Whistleblowing** How to facilitate universal clear and explicit policies and procedures for both complaints and for whistleblowing as an integral part of safeguarding practice within each diocese: these need to be accessible to the staff and the public, explain the scope of what is covered, provide for a staged complaints procedure and a distinct whistleblowing procedure	• The new 'Safer Environment and Culture Practice Guidance' will strengthen the detailed guidance in relation to complaints and whistleblowing processes, including offering a good practice templates- due to be agreed in July 2017. • The importance of Dioceses publicising complaints and whistleblowing processes is highlighted in the new CofE policy Statement 'Promoting a Safer Church' 2017 • The further development of Whistleblowing processes is part of NST Business Plan for 2018 .
17.	**Recording Systems and IT Solutions** How the NST can support dioceses in implementing safeguarding recording systems which are adequate, consistent with both national guidance and data	• Work is being undertaken to develop a consistent approach to case work management processes across the church. The NST is piloting with

	protection requirements (particularly in relation to home working, risk assessment and historic record)	Dioceses a number of systems in 2017 as part of a project to develop an electronic safeguarding tools in the Church (Safeguarding Hub).
18.	How to share good practice between dioceses, so as to assist those areas still struggling to implement robust systems	• Good Practice will be explored and shared as part of Safeguarding Progress Reviews. • An intranet will form part of the electronic safeguarding tools in the Church (Safeguarding Hub)- planned for 2018.
19.	Is there scope for any further development of common web based recording resources, such as templates?	• A National Electronic Safeguarding Manual for use across the Church is in development for 2018. This will include best practice resources and templates. • In the interim additional templates have been posted on the CofE website.
20.	The need for further debate and discussion with DSAs about the reasons behind the lack of diocesan compliance with parts of the national practice guidance relating to risk assessments	• Section 5 & 6 of the Safeguarding & Clergy Discipline Measure came into force on 1 October 2016. This introduced a duty to have due regard to House of Bishops Safeguarding policy & guidance. • The Risk Assessment Regulations came into force on 1 March to strengthen consistency of practice. This is supported by a National Preferred Risk Assessor Supplier List and the roll out of national risk assessment training for DSAs.
21.	The NST to consider the need for a more consistent and agreed national approach to the risk assessment of known offenders including: • format for risk assessments • risk assessments placed on record along with ensuing agreements • clarity in the role of the responsibility of parishes and DSAs in relation to the assessment, any consequent safeguarding agreement and its review • mechanisms to trigger new risk assessments if circumstances change • mechanisms and arrangements for reviews, including early 1st review and then regular meetings • Arrangements for Type B assessments, around suitable experience and sources of independent consultants	• The revised 'Responding to concerns and allegations relating to church officers Practice Guidance' provides additional clarification- due to be agreed in July 2017. • This is supported by the Risk Assessment regulations which came into force on the 1st March 2017.

22.	How to change the culture so that DSAs consult (and evidence) the role of the NST in complex cases	• The revised 'Responding to concerns and allegations relating to church officers Practice Guidance' provides additional clarification- due to be agreed in July 2017. It requires the DSA to notify and consult the NST in relation to any safeguarding concerns or allegations against a church officer. This is supported by a case work protocol that was introduced in January 2017 and the role of the Provincial Safeguarding Advisers.
23.	**Information Sharing** Do dioceses need guidance around which information sharing protocols are useful to develop, so that the focus is on where this is required, as opposed to an attempt to develop such agreements with all agencies?	• An Information Sharing Protocol template for use by diocese with statutory partners to be included in new practice guidance for 2018.
24.	Is sufficient use made of information sharing protocols within and between dioceses?	• An Information Sharing Protocol template for use by the diocese with other Church Bodies to be included in new practice guidance for 2018. The work on the Case work management system within safeguarding Hub is considering information sharing capability.
25.	Is there a need for a national arrangement, between dioceses and with other denominations, to share information about those subject to safeguarding contracts, but whose whereabouts are not known	• Further discussions to progress in relation to exploring information sharing arrangements with other denominations.
26.	**Training** The need for a national position around the completion of safeguarding training prior to being accepted for Permission to Officiate	• This forms part of the revised 'Training & Development Framework' approved by the House of Bishops in December 2016. Published in January 2017.
27.	Clarification of the levels of flexibility in the content of the new training and whether retraining is required for those already trained, prior to the time their refresher training is due	• This forms part of the revised 'Training & Development Framework' approved by the House of Bishops in December 2016. Published in January 2017.
28.	Should there be consistent involvement of senior clergy in the delivery of safeguarding training to clergy? If so, how can this be achieved?	• The training framework does promote the engagement of senior clergy in the delivery of training, particularly the training aimed at clergy. The NST recognises that this is not always possible to implement due to insufficient capacity in some dioceses.
29.	Should the DSA have responsibility for training in cathedrals, religious communities and schools, so as to provide a consistent message within the area?	• The revised 'Training & Development Framework' approved by the House of Bishops in December 2016 supports a consistent approach to training across Church Bodies, including cathedrals and religious

		communities. This is supported by a package of training materials. Church schools lie outside the scope of the House of Bishop guidance and under the responsibility of Church of England Education Office.
30.	Should additional training for clergy and other Church officials on the grooming process be provided to specified dioceses, or it this a more widespread training need?	• Information on the grooming process is included in the core modules. Plans are progressing to develop a Specialist module (S4) as part of Training & Development Framework.
31.	**Safer Recruitment of Clergy, Lay Officers and Volunteers** What actions need to be taken to give the NST confidence that safe recruitment processes are being consistently applied with regard to clergy and that the blue files routinely demonstrate this.	• A review of the Clergy Files Guidance is now underway. Further consideration will need to be given to additional training to support implementation.
32.	What actions need to be taken to provide safe recruitment processes into the appointment of chaplain to schools, hospitals, prisons, universities, etc.	• These appointments relate to recruitment processes that are the responsibility of other organisations e.g. a hospital trust for a hospital chaplain, the Prison service for a prison chaplain etc. They are not the subject of any oversight by the NST.
33.	The need for the Safer Recruitment Practice Guidance to address the level of information provided by the current diocesan bishop to a prospective diocesan bishop, prior to an appointment, and the possibility of moving to an electronic system to facilitate sharing of information prior to appointment.	• A review of the Clergy Files Guidance is now underway. It will include a strengthening of the guidance in relation to CCSL processes.
34.	How to enable a standard front sheet on ALL files to provide date of most recent appointment, history of previous appointments since ordination, references, date of DBS check and any safeguarding allegations with outcome of enquiries	• This will be included within review of the Clergy Files Guidance.
35.	**Support Services for Children and Vulnerable Adults** How to provide further clarification around expectations and best practice in relation to resources for the provision of Authorised Listeners, advocates and counselling support for children and vulnerable adults	• The NST has commissioned SCIE to undertake research into responding well to survivors. This research project will report early in 2018. The outcome of the project will inform future proposals for how the church will support survivors.