

National Safeguarding Steering Group Response to the Independent Peter Ball Review - February 2018

Preamble		
	Recommendations	Response
	<p>An Abuse of Faith, the independent report by Dame Moira Gibb into the Church of England’s handling of the Bishop Peter Ball case, was published on the 22 June 2017. Peter Ball was convicted in 2015 of misconduct in public office and indecent assaults against teenagers and young men. The report was commissioned by the Archbishop of Canterbury, Justin Welby, following the conviction.</p> <p>The Church of England (“the Church”) welcomes Dame Moira Gibbs Independent report which makes 11 recommendations. These are wide ranging including focusing on getting the right support in place for survivors, the leadership of bishops, strengthening guidance, reviewing the Archbishops' Lists and the effectiveness of our disciplinary measures with regards to safeguarding related cases. Since the publication of the report the Church, on behalf National Safeguarding Steering Group (NSSG) has been working to implement Dame Moira Gibbs recommendations. This document outlines what Church of England has been doing and what it plans to do to respond to the reviews findings.</p>	
1.	<p>The House of Bishops should reaffirm and take steps to demonstrate the individual and collective accountability of bishops for the safety and protection of everyone within the Church.</p>	<ul style="list-style-type: none"> • Safeguarding leadership has been strengthened and clarified in the new ‘Roles and Responsibilities of Church Office Holders and Bodies Practice Guidance (‘Roles 2017’) published in October 2017. • The Church has strengthened the episcopal membership of the NSSG in order to enhance its capacity to act effectively on behalf of the House of Bishops in relation to its connection with safeguarding, including by exercising strategic oversight of national safeguarding activity. (The terms of reference for the NSSG can be found at https://www.churchofengland.org/more/safeguarding/national-safeguarding-governance) • An extended safeguarding session was held at the House of Bishops in December 2017. Dame Moira Gibb, and Sir Roger Singleton, attended and presented at the session. The House of Bishops agreed to set up an Episcopal Working Group to focus on key actions to inform cultural change, including support to bishops. It also proposed that the May 2018 House of Bishops will consider and discuss. <ul style="list-style-type: none"> ○ An interim report in relation to support for survivors ○ Plans for a July Synod debate on safeguarding ○ Proposals for working and dealing with trauma ○ An interim report on models of independent scrutiny ○ Proposals for the establishment of a non-recent abuse team

National Safeguarding Steering Group Response to the Independent Peter Ball Review - February 2018

		<p>That the December 2018 House of Bishops will consider:</p> <ul style="list-style-type: none"> ○ Proposals for increasing support to Bishops ○ Possible changes to the Clergy Discipline Measure ○ Proposals for safeguarding alternative structural and operating models for how safeguarding is arranged nationally and across dioceses
2.	<p>The Church should make arrangements that would enable those abused by Peter Ball, who wish to do so, to meet and share their experiences and views with senior clergy. That offer should be extended to those bereaved by the death of Neil Todd.</p>	<ul style="list-style-type: none"> ● The NST sent letters in June 2017 to survivors who contributed to the review offering a personal meeting with Lead Safeguarding Bishop and/or Bishop at Lambeth and/or relevant Diocesan Bishop. To date, there have been three responses and two face-to-face meetings and one pre-arranged telephone conversation. The NST can arrange additional meetings with survivors, as required.
3.	<p>The Church's services to survivors of clerical abuse should be designed and resourced to take account of:</p> <p>a) the complex and enduring nature of the harm caused by clerical abuse; b) the need for specialist victim support services.</p>	<ul style="list-style-type: none"> ● House of Bishops practice guidelines outlines more clearly what is expected of dioceses in respect of supporting and responding to the needs of victims and survivors, and many dioceses now have specific and specialist arrangements in place either internally or with external service providers. ● The NST has now appointed a project manager, to accelerate the pace of development of the 'Safe Spaces Project'. This will offer a range of support services, including a helpline to victims/survivors of abuse in both the Church of England and the Roman Catholic Church. The design of these services will directly engage the perspectives of victims and survivors of abuse. ● <i>Also see the response to recommendation 4</i>
4.	<p>The Church, recognising that it still has further to travel in relation to adult victims of abuse, should make a particular effort to secure a fuller understanding and more consistent good practice in that area.</p>	<ul style="list-style-type: none"> ● The church has commissioned the Social Care Institute of Excellence (SCIE) to undertake research into how the Church can improve its response to victims/survivors. This will involve listening to the views of victims/survivors to inform what and how services are offered moving forward. This work will report in April 2018 and inform future policy and service development. This includes the revision and update of the House of Bishops guidance 'Responding Well to Those Who Have Been Sexually Abused (2011)' ● Four workshops were delivered at the Church of England's National Safeguarding Summit in September 2017, to safeguarding advisers in the church. Two were delivered directly by a victim/survivor sharing their experiences and two by SCIE gathering evidence to inform the above research.

National Safeguarding Steering Group Response to the Independent Peter Ball Review - February 2018

		<ul style="list-style-type: none"> The National Safeguarding Team is rolling out senior staff training (which includes handling of disclosures) The aim is to improve the recognition and response to disclosures of abuse. The material is based on anonymised real cases in the church. To date over two thirds of Diocesan teams, involving over 1,000 individuals, have been trained. All dioceses will have received the training by the end of July 2018.
5.	The Church should ensure that the responsibility for delivering robust and reliable safeguarding arrangements is clearly located in the dioceses.	<ul style="list-style-type: none"> The new 'Roles 2017' and the 'Responding to safeguarding concerns or allegations against church officer's guidance' ('Responding 2017'), published in October 2017, emphasise that the diocesan safeguarding arrangements are the heart of the Church's safeguarding response. The Church now has at least one professional Diocesan Safeguarding Adviser (DSA) in each of its 42 dioceses. Over half of the DSAs are qualified in social work, with the next most common background being probation or police. The Church continues to increase this resource. The National Safeguarding Team has been significantly strengthened, including two provincial safeguarding advisers to provide advice and guidance to the dioceses. There is evidence of improved safeguarding arrangements within dioceses in terms of professional response to, and management of, safeguarding concerns and allegations, and increased levels of safeguarding training across parishes. The new Parish Safeguarding Handbook aims to provide bespoke advice and guidance to Parishes. It is due to be published in April 2018. To support the diocesan-based approach to safeguarding, the above guidance, now expects that Dioceses should have clear and agreed safeguarding arrangements in place with other Church bodies which operate within the diocese, including a cathedral, any religious communities and TEIs. Work is progressing to further develop templates for information sharing agreements and formal service level agreements between the Dioceses and Cathedral, Religious Communities, theological training institutions and the NST. These will further clarify expectations with regards to the delivery and implementation of National Safeguarding Framework. This work is currently planned to be completed by the end of 2018. <i>Also see the response to recommendations 7 and 8.</i>

National Safeguarding Steering Group Response to the Independent Peter Ball Review - February 2018

<p>6.</p> <p>The Church should:</p> <p>a) establish clear specifications and minimum national standards for the safeguarding services that dioceses should provide, taking account of the issues identified in this review;</p> <p>b) support the dioceses to evaluate the resources required to meet those standards;</p> <p>c) review and enhance as necessary the arrangements for supporting the Lead Bishop for safeguarding.</p>	<ul style="list-style-type: none"> • Dioceses safeguarding responsibilities have been further clarified and strengthened in the new 'Roles 2017' published in October 2017. • The service level agreements identified above will establish a specification for diocesan safeguarding services. • Additional resource has been identified to accelerate the pace of development of an electronic safeguarding manual which will host all Church policy, guidance and resources. • The NST has been strengthened to support dioceses more generally and will be undertaking Safeguarding Progress Reviews to provide a 'critical friend' (support & challenge role) to dioceses • The Church is considering the Australian Royal Commission Child Safe Standards and how these can be incorporated into policy and audit. • The Church has enhanced support to the lead Safeguarding Bishop. A Safeguarding Support Officer has been appointed 4 days a week and is due to commence her role on 5 March 2018. A similar post has also been appointed to Lambeth Palace.
<p>7.</p> <p>The Church should review its organisational arrangements so that, for safeguarding purposes, all Church bodies come within the relevant diocesan arrangements where safeguarding capacity and expertise can be both concentrated and deployed most efficiently.</p>	<ul style="list-style-type: none"> • The new 'Roles 2017' and 'Responding to safeguarding concerns or allegations against church officer's guidance' and ('Responding 2017'), published in October 2017, strengthens the expectations in relation to the relationship between the diocese and other Church Bodies (see the response to recommendation 5). • The NST and a sub-group of the House of Bishops Council for Religious Communities are working to revise the safeguarding religious community practice guidance 2015. This will further clarify safeguarding expectations and arrangements with the diocese. In addition, at its February group of session the General Synod mandated for the introduction of a canon to provide a framework for the approval of Religious Communities. It is envisaged that the draft canon will be introduced at the July 2018 group of sessions of the General Synod. • The Cathedral Working Group is consulting on a report which is due to be presented to the Archbishops Council in March 2018. This includes proposals for arrangements to strengthen safeguarding governance and clarify the relationship with the Diocese. • Work is progressing to strengthen the monitoring of safeguarding practice in other Church Bodies. The diocesan self-assessment process is being applied to cathedrals

National Safeguarding Steering Group Response to the Independent Peter Ball Review - February 2018

		and religious communities in 2018. The Independent SCIE audit programme is being rolled out to cathedrals from the Autumn 2018.
8.	The role and responsibilities of the National Safeguarding Team should clearly reflect an emphasis on planning and supporting continuous improvement in diocesan safeguarding services.	<ul style="list-style-type: none"> • Work is progressing to review the role of the NST to strengthen its support to improve diocesan safeguarding services. This includes: <ul style="list-style-type: none"> ○ An assurance review conducted by the Archbishops' Council Audit Team ○ Reviewing the balance of resource in the team ○ Use of Associates to accelerate specific work within the NST Business Plan for 2018 ○ The piloting and roll out in 2018 of diocesan safeguarding progress reviews ○ The strengthening of the safeguarding resource at Lambeth and Bishopthorpe to advise and support the Archbishops offices and dioceses.
9.	The Church should develop: <ul style="list-style-type: none"> a) a model of best practice for deciding when and how to carry out reviews of historical abuse; b) arrangements for disseminating the learning from high profile historic cases. 	<ul style="list-style-type: none"> • The NST has now appointed an associate to develop a lesson learnt review Framework. It is currently planned that this will be presented to the July National Safeguarding Steering Group (NSSG).
10.	The Church should review the arrangements for the Lambeth, Bishopthorpe and Archbishops Lists. This should include making provision for the Lists: <ul style="list-style-type: none"> a) to be accessed directly by Diocesan Safeguarding Advisors; b) to include non-ordained members of religious communities and lay employees who have been disciplined or convicted of abusive conduct, or for some parallel arrangement to be introduced. 	<ul style="list-style-type: none"> • The Church has undertaken a consultation on Clergy Discipline Measure (CDM with regards to safeguarding-related cases. The NST and Legal Office are now considering the findings of this to inform any proposed changes to the Measure and the Rules and Code of Practice made under it. This will inform work in respect of any reforms of the Archbishops' List. Initial headlines from the consultation and areas for further improvement are due to be presented to the NSSG in April 2018. These will include consideration of possible changes to the Archbishops' List to address both access and scope.
11.	The Church should: <ul style="list-style-type: none"> a) establish clear and consistent national guidance for granting and reviewing PTO in the case of clerics who have been the subject of substantiated safeguarding concerns; b) introduce arrangements for a national register of clergy with PTO; c) ensure that relevant safeguarding arrangements are applied consistently to retired clergy who are exercising ministry through a PTO; 	<ul style="list-style-type: none"> • The Church has revised the PTO guidance and progressing to the House of Bishops Delegation Committee for consideration with a final version due to be ready in June 2018. • The Church is working with dioceses to improve ways of maintaining a list of these holding a licence, including PTO.

National Safeguarding Steering Group Response to the Independent Peter Ball Review - February 2018

	d) audit those arrangements to enable a regular report to the House of Bishops.	
--	---	--