

GENERAL SYNOD**Safeguarding: national projects and workstreams in response to recommendations made in IICSA October 2020 investigation report****Summary**

1. This paper sets out the work being undertaken by the National Safeguarding Team and Lead Bishops for Safeguarding in response to the recommendations made by the Independent Inquiry into Child Sexual Abuse (IICSA) in its final report in October 2020. The Archbishops' Council published a response to these recommendations in March 2021. This paper details progress made against the recommendations, which have been accepted in full.
2. General Synod members are invited to take note of the workstreams and projects that are set out in this paper.

Overview of paper

This paper provides information about:

- Interim Support Scheme
- Safeguarding Learning
- Safeguarding Policy Development
- IICSA Recommendation 1 / Regional Model / Safeguarding Standards and Quality Assurance Framework
- Safe Spaces
- Past Cases Review 2
- Learning Lessons Reviews
- Redress Scheme for Victims and Survivors
- Independent Safeguarding Board
- National Case Management System

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1. Interim Support Scheme

1.1. Following a successful pilot which commenced in October 2020, the Interim Support Scheme is now firmly in place as part of the Church's response to abuse survivors. A review of the pilot concluded that the original concept of outsourcing to an external body would not provide the best governance and management option for the scheme and so an internal governance structure is being implemented. We are currently in the process of reviewing the capacity of the scheme in light of the demand. To date the scheme has engaged with 30 survivors, 20 of whose applications have progressed to receiving help from the scheme.

2. Safeguarding Learning

2.1. Safeguarding Learning and Development Framework

2.1.1. The framework has been out for two rounds of sense-checking and a full national consultation. The final draft is going to the National Safeguarding Steering Group for approval as Safeguarding Guidance in April 2021. When published it provides Church bodies with time to plan for its implementation from January 2022. It will then be reviewed in 2024 ready for 2025 implementation.

2.2. Core Learning Pathways

2.2.1. The Basic Awareness and Foundations have both now been accredited by The CPD Certification Service. CPD stands for Continuing Professional Development (CPD) and is the term used to describe the learning activities professionals engage in to develop and enhance their abilities. It enables learning to become conscious and proactive, rather than passive and reactive.

2.2.2. In February and March 2021, we contacted all dioceses to capture the current national picture with regards to the Leadership Pathway. We were only able to actual speak with 39 of the 42 dioceses.

2.2.3. The latest data shows us:

Implementation

- Of the 39 dioceses spoken to:

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- 33 are implementing with full fidelity to the Pathway.
- 1 is using the material but are delivering it in a single session.
- 2 are using elements of the pathway but delivering outside of fidelity.
- 3 dioceses have failed to implement.

Of the remaining three dioceses we believe that 1 has outsourced all training to 31:8 and the other two have lost staff members and are presently not delivering training.

Ratios

- Of the 33 dioceses implementing with full fidelity:
 - 27 are sticking to the 2 : 12 or 1 : 6 ratios.
 - 5 are delivering with a single trainer – delivering to between 8 and 12 participants.
 - 1 is delivering with 2 trainers but to groups of 16.
- Of the 6 dioceses not delivering the Leadership Pathway:
 - 4 are delivering inside the recommended ratio.
 - 1 is delivering inside the ratio to clergy but not to laity.
 - 1 is not delivering Leadership training at all as they have no need to do so at the current time as everyone's training is in date.

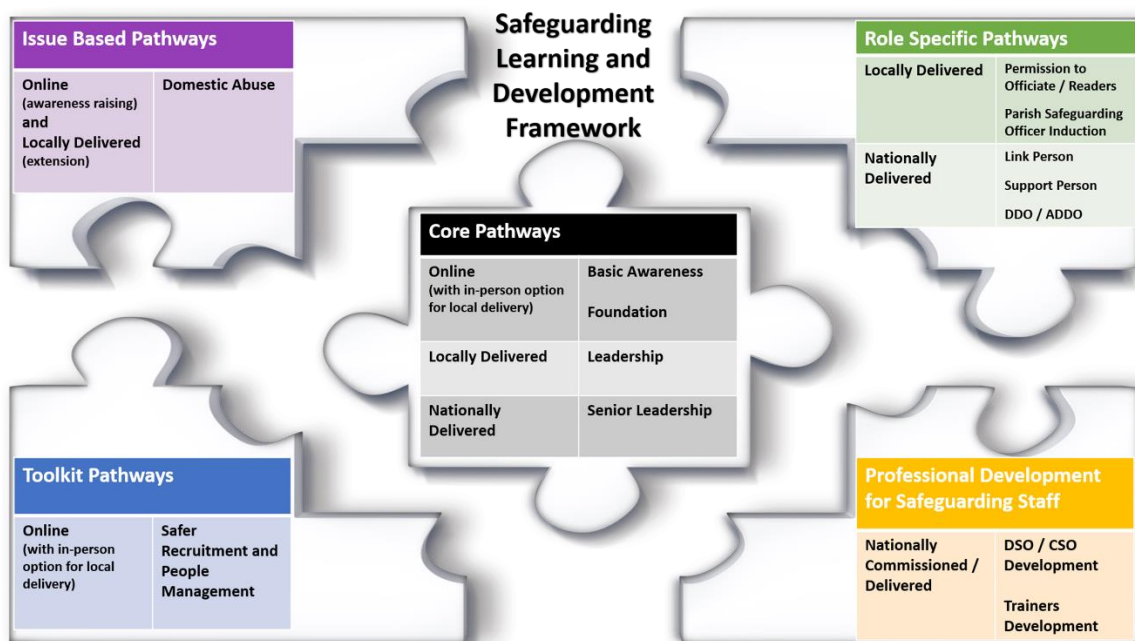
2.3. The Senior Leadership Pathway

2.3.1. Bookings are now well underway for the 2021 delivery of the Senior Leadership Pathway (formerly C4). Over 75% of Dioceses and Cathedrals have booked their training with the remainder in progress. Dates have been secured for the Senior Chaplains of the Armed Forces and the Principal Episcopal Visitors. Work is now commencing to secure dates for Theological Educational Institutions and Religious Communities.

2.4. The Additional Safeguarding Learning Pathways

2.4.1. In addition to the core offering there are nine additional pathways as shown in the diagram below:

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All pathways will be released in 2021 for 2022 implementation.

3. Safeguarding Policy Development

3.1. The NST programme to revise existing policies and guidance continues, with increasing emphasis on the involvement of survivors and victims and rigorous analysis of consultation responses. The objective is to ensure that once finalised, the policies reflect the feedback from a wide range of stakeholders including survivors. A further aim is to ensure that each policy takes account of the complexity of the Church of England's different settings and work.

3.2. Due for approval at the April National Safeguarding Steering Group (NSSG):

3.2.1. Three policies are due to be presented at the April meeting of the National Safeguarding Steering Group. The objective of these policies is to strengthen the systems of recruiting paid staff and volunteers to ensure compliance with agreed standards across the sector and enhance safeguarding practice.

- *Safer Recruitment and People Management*: this policy was the first to use the new "sense check" stage in which stakeholders in the Church of England "test" the efficacy of the proposals before they are sent out for consultation. The formal consultation followed in January 2021. A further "sense check" was undertaken in March 2021 to confirm the revisions after analysis of the feedback. The finalised version of the policy is more streamlined; it clarifies

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processes and contains a toolkit to support the implementation of the requirements.

- *Safeguarding Children, Young People and Vulnerable Adults*: this policy was developed using targeted groups and has been substantially altered in content to reflect the feedback from the consultations. This policy has also been through two sense checks plus a formal consultation in March 2021 to ensure that it works well in different contexts and reflects the current evidence-base about effective safeguarding.
- *Learning and Development Framework*: The framework has been out for two rounds of sense-checking and a full national consultation. The final draft is going to the National Safeguarding Steering Group for approval as Safeguarding Guidance in April 2021. When published it provides Church bodies with time to plan for its implementation from January 2022. It will then be reviewed in 2024 ready for 2025 implementation.

3.3. Due for approval at the June NSSG:

3.3.1. The NST is also planning to submit two policies to the June meeting of the National Safeguarding Steering Group for discussion and approval. These have been developed using the principles described and have each undergone two rounds of consultations which generated substantial feedback.

- *Responding Well to Victims and Survivors*: This will be an important strand of the Church of England's implementation of the Recommendation 7, Independent Inquiry on Child Sexual Abuse. It will outline a new approach for the Church of England to engage with victims and survivors based on the values of listening, compassion and enhanced participation of victims and survivors who disclose abuse in the investigations. Survivors and victims who were involved in developing the policy highlighted the need for the Church of England to meet their pastoral and spiritual needs; therefore, the policy explains the procedures for addressing this need.
- *Learning Lessons Case Review*: There has several reviews of safeguarding cases in the Church of England recently and this policy seeks to outline a framework for conducting case reviews, based on survivor-centred principles. In

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this way, it implements familiar recommendations about the need for survivor involvement in case reviews. The policy also clarifies roles and responsibilities and suggests a framework for implementing learning from the reviews in dioceses and cathedrals

3.4. The NST has established working groups to explore the revisions to Core Groups which have formed part of the recommendations of previous reviews. The groups' initial work is focussed on identifying the key issues that need to be addressed and the various strands of consultations that will be required. Victims and survivors will be central to the policy revision – they will be consulted on the issues of concern from survivors' perspectives, how the consultations with survivors should be conducted and how the Church of England can ensure that the revisions reflect the lessons from IICSA. Separate consultations will also be held with respondents and other stakeholders in Core Groups, following the agreed procedure of “sense checking”.

4. IICSA Recommendation 1 / Regional Model / Safeguarding Standards and Quality Assurance Framework

4.1. A joint project will be going forward combining the implementation of IICSA Recommendation 1 (the creation of Diocesan Safeguarding Officers in place of DSAs) and the piloting of the Regional Model. A project group has been established and met once in early January. The project will be taking a “pathfinder” approach: identifying a number of dioceses and linked cathedrals which are willing to take forward the introduction of IICSA Recommendation 1 through consent in advance of any legal changes. We will therefore be seeking to identify dioceses and cathedrals interested in being involved in this.

4.2. This project will also be used to introduce and pilot the quality assurance framework agreed by the NSSG in 2020, and national safeguarding standards. Draft safeguarding standards and related “what good looks like statements” have been completed, to be presented to NSSG in April 2021. The NST has funding in its budget to recruit to a Research and Evaluation Lead role which will work with dioceses in the project (and subsequently all other dioceses) to introduce the quality assurance framework and standards.

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5. Safe Spaces

5.1. The Safe Spaces service continues to support victim and survivors of church-related abuse in the Church of England, Catholic Church in England and Wales and Church in Wales. As of the end of February 2021, the service reported 110 cases since the service began, with 63 current open cases. Victims and survivors receive support from trained Safe Spaces advocates by phone, email and live chat. The service is delivered independently by the charity Victim Support, who has set up a steering group including victims and survivors to support the development of the service. Safe Spaces is a two-year pilot, and independent evaluators have recently been appointed to evaluate the service. The Safe Spaces service also publish [quarterly reports](#) on the Safe Spaces website.

6. Past Cases Review 2 (PCR2)

- 6.1. Work on the PCR2 project is on target for completion as planned with diocesan reports completed by December 2021 with a national overview report to follow in 2022.
- 6.2. In order to support dioceses to complete the work on target, support workshops were hosted by the National Safeguarding Team in February and March and these were well received.
- 6.3. In order to ensure a national review report that is high quality, a task and finish group was set up in March to provide the project staff team with the direction and advice in developing the overview report. This report will be available to the general public and will include a summary action plan on how the learning from PCR2 will be put into practice.

7. Lessons Learned Reviews

7.1. There have been two recently published reports (which were commissioned by other bodies) where the NST is drawing on the recommendations, the Independent Lesson Learned review concerning Jonathan Fletcher and Emmanuel Church Wimbledon and the Executive Summary of the Scripture Union John Smyth Independent Case Review. These reports are being reviewed alongside NST and Diocesan LLR. The reports provide a high number of specific recommendations, some recommendations relate to operational safeguarding practice, others relate to policy development and others to learning issues.

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7.2. In order to achieve an effective response to these recommendations, they have been analyzed and grouped by the National Safeguarding Team for planning purposes. This has been an appropriate step because many of the themes and ideas for improvement are found repeated in more than one Learning Lessons Review. The themes identified for improvement are as follows: victim response, information-sharing, core group practice, safeguarding procedures, outcome and closure of safeguarding processes, risk assessment and response to risk including proportionality, support for respondent, accurate recording and regular audit and review of safeguarding work to promote learning.

7.3. Some of the above themes from the recommendations have already been addressed and some themes are in process of being addressed through existing projects such as the development of a casework management system for safeguarding which will support accurate recording of events.

7.4. Next Steps

7.4.1. Many of the themes above relate to organizational policy and will be addressed through the development of a revised and improved Managing Allegations policy. Other themes relate to the way that safeguarding is practiced within a policy framework. These will be addressed through the annual performance management cycle. Overall National Safeguarding Team improvement objectives have been developed and teams and individuals within the National Safeguarding team are currently developing tasks to achieve those objectives which will be the means of implementing the improvement themes from the Learning Lessons reviews. Some tasks will be linked to existing projects and others may require new strands of work to be developed.

8. Redress Scheme for Victims and Survivors

8.1. The Redress Scheme manager has been in post and working on the Scheme since January. A project manager role, designed to assist on the operational implementation of the Scheme, has now been advertised and interviewing for this role will begin in late April.

8.2. A survivor engagement strategy, intended to assist the involvement of survivors and victims in the development of the Scheme, is currently being devised and will

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be implemented in tandem with a communications strategy for the whole of the National Safeguarding programme.

9. Independent Safeguarding Board

9.1. Proposals for creating an Independent Safeguarding Board were shared with Synod members at the informal meeting on 27th February 2021.

9.2. Since then, work has proceeded toward the appointment of the three ISB members.

- Full job descriptions and person specifications have been drawn up with assistance from the HR team.
- Search agencies were approached during Holy Week to undertake the search for candidates. By the time Synod meets, a search agency will have been appointed to do this work and the search will be under way.
- First steps have been taken to putting together the panel that will make the appointments to the ISB, as outlined in the proposal paper shared with Synod members.
- We are on track to have the Chair of the ISB, and Survivor/Victim Advocate member appointed by the proposed deadline of July. Subject to the result of the search, it is proposed to appoint the third independent member of the ISB once the other two appointments have been made, so that the skills available within the ISB are complementary and the ISB is as diverse as possible.
- The search agency is being briefed to conduct a full diversity audit of its long and shortlisting processes.

9.3. This work has been configured as one work stream within the overall Safeguarding Programme Management process to ensure maximum coherence with the numerous other strands of safeguarding development currently under way.

9.4. The Revd Canon Dr Malcolm Brown will continue to be the lead officer for the independence strand of work and is being assisted in this by Deborah McGovern of the NST who has been seconded part-time to progress this work stream.

9.5. Once the appointment process is fully under way, work will continue to consult on some of the themes that will constitute Phase 2 of the independence project.

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10. National Case Management System

10.1. The NSCMS project will deliver a casework management system to cover all dioceses, cathedrals, and the National Safeguarding Team. The new system will support effective safeguarding practice, facilitate smoother information sharing between the Church's entities and will provide a strategic overview of types and number of cases, feeding into policy-making, risk management and prevention. The adoption of the National System in handling Safeguarding cases within the Church of England is an essential step in the Church's progress to improve safeguarding.

10.2. The project comprises of three elements:

- A National Casework Management System that will hold and enable access to information pertaining to church related safeguarding cases
- A standardised approach to recording, storing, accessing and managing data
- National level reporting and performance analysis of cases

10.3. The project is now in the 'Plan and Design' phase which has included:

- Engaging with potential systems providers, attending demos, reviewing high level system capabilities and estimated costings
- Engaging with stakeholders, including the roll out of a monthly project newsletter
- Working with diocesan and cathedral safeguarding professionals to complete the necessary system requirements
- Working with NCI colleagues complete the necessary integration requirements
- Preparing and undertaking the tender process to understand the final provider costs

10.4. Four potential system providers have recently been invited to tender and the applications from each company will be reviewed against quality and price criteria before a recommended supplier is selected. The recommended supplier and proposed final budget will be brought to the Archbishops' Council for approval.

10.5. Subject to approval, the proposed project delivery involves a phased roll out. In phase one, (proposed for Autumn 2021) the newly procured system will be deployed in the National Safeguarding Team and with a few volunteer dioceses. This provides an additional opportunity to develop the system with users, add data to the system and build a robust training programme before rolling

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out to other dioceses in phase 2. The project team can be contacted by
nscms@churchofengland.org .

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