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**Diocese of Exeter – Safeguarding Management Group**

**Recommendations arising from SCIE audit November 2017 - Action plan**

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| **Recommendation (ref report paragraph)** | **Diocese response** | **Owner** | **Update** | **Target date** | **Action implemented** |
| 3.1.11 A more visible role for the bishops or archdeacons in safeguarding training – for example by video introduction, or in the case of archdeacons, sometimes attending - would help with the effort to make safeguarding a central part of the work of the diocese.  | CP to take forward in discussion with Archdeacons  | CP | +R has filmed video introductionADs are slotting into C3 training whenever possibleAll ADs are being notified of new C3 training dates | April 2018 |  |
| 3.1.12 The responsiveness of the safeguarding team is rated very highly by people in the parishes, but they speak of their need for more pro-active initiatives, particularly to support Parish Safeguarding Coordinators in their complex and time-consuming roles. The size of the PSC role needs to be thought about. | DSMG will look at this aspect in more detail at next meeting and aim to recruit a PSR to DSMG.The DSA, DSO and ADSA will each offer 4 Saturdays per year to deliver a series of regional PSR forums in Archdeaconries. | CP | Open forum event for PSRs took place Nov 2017 and a forum will be held in each archdeaconry during 2018.Dates for Archdeaconry safeguarding forums setSafeguarding resources downloadable from the website have been significantly enhanced.Increased use of social media and Safeguarding newsletter reflecting feedback from previous circulations in terms of accessibility and content.The team are meeting more people by attending locally based events e.g Deanery synods. Ongoing as part of comms strategyPSR rep identified and approved for membership of DSMG. | April 2018April 2018OngoingMay 2018 |  |
| 3.1.13 The future make-up of the safeguarding team needs to be carefully thought through, including a potential reconfiguring of roles. It would be helpful to recruit a female member of staff.  | Identification of a female network to support case management is already included in the Action Plan. The Dean of Women’s Ministry has been approached about connecting with female clergy. The group will also consider a direct approach to individual clergy who might offer their support. Interface with and seamless signposting to secular support services.An update of this action will be brought to next DSMG meeting. | CP | CP has already contacted Dean of Women’s Ministry (Rev Preb Kathy Roberts) about connecting with female. Further communication through network for women’s ministry to seek volunteers.Proposal to request a female volunteer via the newsletter.SLA being developed with First Light (ISVA services for Devon) to provide specialist and independent advocacy and advice for victims and survivors.Ongoing work with domestic abuse services in three local authority areas to develop interface and pathway.Development of role of Bishops’ Visitor.Working links with neighbouring Diocese with female DSA/ADSA. | April 2018Revised October 2018 |  |
| 3.1.14 The diocese recognises the importance of multi-agency working, and social work clearly has an important role in safeguarding. Given that, and the emphasis of the National Safeguarding Team on having social work input with diocesan structures, opportunities to bring social work into the professional mix should be explored.  | Change of wording in report from ‘social work input’ to ‘multi-agency capabilities’ to reflect the skills and backgrounds of the current team. The inclusion of social work will be considered as part of DSMG review day (Feb 2018) including what benefits this could bring to multi-agency reps as an incentive to attend, possibly as part of QA work-stream rather than full DSMG. | CP | We can already evidence our engagement with multi-agencies through work undertaken to date.CP has identified a social worker to act as supervisor – gender balance will be taken into considerationHB to invite Sioux Colver to attend all DSMG meetings although sustaingin management level attendance from secular organisations is a challenge due to capacity.CP is seeking an independent person for monitoring purposes at case management review meetings.New appointment of ADSA (July 2018) whoi is a qualified social worker. | July2018Apr 2018May 2018 |  |
| 3.1.15 The diocese should secure professional supervision for the DSA, as recognised by the Diocesan Secretary and the Director of Finance. | CP to secure. | CP | Professional supervisor identified and SLA/contract agreed. | April 2018 |  |
| 3.1.16 The transfer of paper files onto a case management system needs to be finalised.  | Ongoing work in progress. | Safeguarding team | Ongoing work in progress.An electronic copy has been made of every existing paper file. All new files (including cathedral files) are in electronic format.  | July 2018 |  |
| 3.1.17 Safeguarding/Attendance Agreements need to be consistently applied, and a system for their review needs to be developed, and review dates adhered to wherever possible. | Ongoing work in progress. | Safeguarding team | This was work already undertaken prior to the audi.The database has been adapted to improve functionality to better manage case load including prompts for review.The team can now monitor and review agreements via the database | July 2018 |  |
| 3.1.18 The DSMG needs more consistent representation from outside agencies, and perhaps a more focused agenda and safeguarding action plan. | We can already evidence our engagement with multi-agencies through work undertaken to date.DSMG Chair will respond to the recommendation concerning the length of the DSMG Agenda | Safeguarding teamSW | The DSMG recognise the pressure on agencies and challenge in securing attendance. It recognises that there are more ways to seek engagement given the changes to LSCB (post Wood report) and development of LSABs.CSC (SC) already asked to attend DSMG but has since been withdrawn by her agency.DSA sits on PSCB sub group.Independent VA rep required.Following presentation at Torbay SAB – offer for representation made by Safeguarding Adult coordinator. To be approved by [their] agency.Interface with Devon SAB to promote engagement between the SAB and faith organisations (link to SWESF)Chair of DSMG has acknoweledged comments re agenda/action plan, but this reflected the onging work and progress sought. The ‘recommednation’ is noted.Agenda is big due to level of work required but this will evolve downward. The Operational work plan needs to remain comprehensive. Review at May meeting | Revised October 2018 |  |
| 3.1.19 To get further away from a ‘tick box’ safeguarding culture, the Articles of Inquiry could build on the good information gathered thus far by asking more nuanced questions, to support a better understanding of safeguarding in the parishes. The Articles of Enquiry returns from parishes should be fully used to inform safeguarding efforts in the future. | In liaison with Archdeacons, review the questions being asked to elicit more qualitative data.HB to co-ordinate responses overall for 2018. Consider future use of Survey Monkey to streamline process. | Safeguarding team | The Articles of Enquiry have gone out seeking a narrative response via electronic format .Likely to be Sept before majority forms are returned and evaluated.The use of Survey Monkey may not be effective for corporate responsesA PIR will be completed following this round of Articles to inform future processes.. | Jan 2018July 2018 |  |
| 3.1.20 There is an ongoing challenge to be met of how to make training more flexible and accessible around the large county of Devon. | The diocese training offer already exceeds that of other dioceses. The team delivers C1/C2/C3 training at different venues across the diocese. Volunteer trainers are available to deliver C0/C1/C2 to groups within their PCCs by request. Links to on-line C0 and C1 modules are posted on the diocesan website. | Safeguarding team | From April 2018 the team will focus on annual delivery of 20 C3 sessions across the Diocese, plus bespoke C2 group sessions by request. Volunteers (approx. 25 with inclusion of Cohort 3 in May 2018) will continue to deliver PCC based training to groups on request. A paper to be presented at May DSMG providing training update.<http://exeter.anglican.org/resources/safeguarding/safeguarding-training/>A detailed training report to be presented at Sept DSMG with breakdown of in house and PCC delivered training.An additional member of staff has been recruited which will increase capacity for more locally delivered training. | Apr 2018May 2018Mar 2018Sep 2018 |  |
| 3.1.21 There is a good communications strategy, but communications are also an ongoing challenge in such a large and diverse area. Some communication is received as being overly long and daunting.  | Presentation of Newsletter to be reviewed with links to more information on items of interest. | Safeguarding team | The Jan/Feb newsletter was delivered in shortened format and resulting feedback has been good.The resourcing of the Communications team is currently under review | Apr 2018 |  |
| 3.1.22 The Authorised Listener service is not working as well as envisaged. Given the experience and understanding of the needs of survivors among senior staff, there is an opportunity to contribute to the discussion about how to devise a better offer to survivors and victims. | This will be an agenda item at DSMG review day (Feb 2018) | DSMG | CP has asked the existing AL service for a named local contact but is still awaiting their response. In the meantime he is looking to possibly link and align with Diocese of Truro. CP has pursued [the existing AL service] following a lack of response to requests to work together to develop the ‘service’ in Devon. They advise, in effect, that they cannot support a service in Devon. Alternative provision will be required.July 2018 – appropriate service identified (First Light). Finances approved and draft SLA developed. For implementation circa August 2018. | July 2018Revised October 2018 |  |