**Culture Focus Group/Review**

Agree with the group on the rating for this. Based on:

* 1: Needs *significant* development or improvement.
* 2: Needs *some* development or improvement.
* 3: Clear Strength.

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| **Theme** | **What do you want to achieve?** | **How to assess whether you are achieving it** | **Rating** | **Comments** |
| Culture | A safe and healthy culture is promoted and reviewed each year. | When was the last culture review? Has effort been made to improve any identified gaps?  When was the last open opportunity or forum for people to engage in discussions about the ‘health’ of the culture? (For example, when was the last ‘Staff Culture Survey’ ran? What was the proportion of responses?) |  |  |
| Culture | Organisation has clearly defined values which articulate a commitment to safeguarding. | With the group review your organisational values.  A few questions to ask of the group:  Do we work to these values consistently? Where might we be falling short of our values? Do staff and volunteers uphold the values? How do we know? |  |  |
| Culture | There is evidence of effective collaboration between safeguarding teams and other internal departments. | Discuss how the organisation encourages collaboration.  Talk over what relationships safeguarding should have with other internal departments, whether that relationship exists, and how to improve it (where needed). |  |  |
| Leadership | Those in leadership roles engage with and promote the welfare of children, vulnerable adults, victims and survivors of abuse, as well as those who are subject of concerns or allegations of abuse. | This can be done by writing each group on a separate paper and asking the senior staff to write post-it notes to how they engage with each of the groups, what they think they are doing well with each group, and what is challenging.  They should post the notes on the relevant paper and then as a group discuss what is emerging.  Non-senior staff could also consider whether they think the senior management are engaging well with each group. |  |  |
| Leadership | Those in leadership roles actively seek to improve their own knowledge of current safeguarding matters and can promote an active desire for continuous professional development in this area among those for whom they are responsible. | Ask the senior staff how they have engaged with current safeguarding matters, and how they have worked to improve their own knowledge of the subject.  Discussions then can move on to what continuous professional development opportunities are desired and whether there is the space available to fulfil them. |  |  |
| Capacity | The current level of resource in the safeguarding team enables them to produce a good quality safeguarding service. | Discuss the ‘What good looks like’ statements within the capacity theme:  What are the safeguarding needs? What area of the five safeguarding standards need focus? Is current level of resource matched with the Church’s national formula (*when developed*)? Are members of the safeguarding team working more than their contracted hours? |  |  |