

## Diocese of Southwark Independent Audit of Diocesan Safeguarding Arrangements

Action Plan (as agreed at Safeguarding Reference Group Meeting on 27/4/17)

Date of Audit 11-13 October 2016

Final report received 18 Jan 2017

	Consideration	Action	Complete
1	Keep the total resource for safeguarding under active review in each budget cycle	<ul style="list-style-type: none"> <li>Annual review report to SRG and AGC to include activity review (casework, training and other activity)</li> <li>DSA to report resource position on six monthly basis to DDS, DS and Diocesan Bishop</li> </ul>	
2	Consider how best to support PSOs on an on-going basis	<ul style="list-style-type: none"> <li>Consider findings from parish self-audit results</li> <li>Explore models of PSO support used in other dioceses e.g. annual area based forums</li> <li>Establish focus group of PSOs for consultation on above</li> </ul>	
3	Consider how the next parish self-audit can be used by the archdeacons in their monitoring of safeguarding in parishes	<ul style="list-style-type: none"> <li>Collate data returns by archdeaconry and disseminate to ADs</li> <li>Attend ADs meeting to discuss results</li> </ul>	
4	Consider how best to provide long-term support, where needed, to survivors of abuse, using the views of survivors to inform the decision making	<ul style="list-style-type: none"> <li>Liaise with NST re: safe spaces developments</li> <li>Research and review models used in neighbouring dioceses (Chichester, Guildford, London, Chelmsford, Rochester)</li> <li>Consider commissioning specialist service</li> </ul>	
5	Consider how to strengthen the Authorised Listener Team and how to provide for people who want an independent listener who is not a church member	<ul style="list-style-type: none"> <li>Recruitment campaign to extend AL group by up to 5</li> <li>Explore non-church support as part of actions under 4 above</li> </ul>	

6	Introduce a formal link between DSA's external supervisor and line manager	<ul style="list-style-type: none"> <li>• DDS and DSA's supervisor to meet twice a year with DSA. One of these two meetings will coincide with the DSA's annual appraisal.</li> </ul>	Completed.
7	Review the purpose and functions of the SRG and its chair, in the light of forthcoming change in national policy	<ul style="list-style-type: none"> <li>• Review ToR, membership and role outlines against revised national policy "Promoting a Safer Church" following HoB meeting in May 2017</li> </ul>	
8	Consider how the SRG can evaluate the effectiveness of safeguarding at both individual and organisational levels	<ul style="list-style-type: none"> <li>• Develop SRG quality assurance plan for 2018 onwards in line with changes agreed under 4 above</li> </ul>	
10	Commission or purchase a suitable case management system (this should be in consultation with the NST about any potential plans for a universal system)	<ul style="list-style-type: none"> <li>• Engage in NST Safeguarding Hub task group</li> <li>• Arrange case management system demonstrations involving other diocesan officers (including MC, JP, MH)</li> <li>• Agree project plan to commission and implement system</li> </ul>	
11	Transfer decisions made in supervision (with a summary of the reasons) to the case recording	<ul style="list-style-type: none"> <li>• DSA and ADSAs to transfer supervision decisions onto case recording following supervision discussions.</li> <li>• Supervision decision tool to be sought within new case management system.</li> </ul>	Completed.
12	Consider the introduction of a brief case closure summary	<ul style="list-style-type: none"> <li>• ADSAs and DSA to note rationale for case closure at end of case record.</li> <li>• Case closure summary tool to be sought within new case management system (See 10)</li> </ul>	Completed.
13	Change the episcopal endorsement of "ASC" to the current Bishop	<ul style="list-style-type: none"> <li>• Update endorsement and upload to website</li> </ul>	Completed.
14	Consider whether, how and when the Diocese might move to using "ASC" alongside national policy and practice guidance	<ul style="list-style-type: none"> <li>• Revised national safeguarding policy, practice guidance and toolkit awaited from NST and to be assessed to inform future shape of ASC</li> <li>• Publication of updated ASC paused pending national publication</li> </ul>	
15	Include the safeguarding complaints policy and revise the whistleblowing policy for inclusion in the new edition of ASC.	<ul style="list-style-type: none"> <li>• Safeguarding complaints policy is contained within update draft of ASC and also now available on website</li> <li>• Await NST complaints and whistleblowing guidance and revise local guidance accordingly to include contact details, written and verbal submissions</li> </ul>	Completed.

	Include contact detail in the policies and allow for written (by post or email) and verbal submissions		
16	Review the use of Type A risk assessments and safeguarding agreements and make sure that they are considered (on the case record) where a person is being investigated for a safeguarding concern or where there is no conviction but still cause for concern	<ul style="list-style-type: none"> <li>• Update core group agenda to include specific consideration of need for safeguarding agreement</li> <li>• DSA and ADSAs to consider on all relevant cases</li> </ul>	Completed.
17	Ensure that it is clear who has signed a safeguarding agreement	<ul style="list-style-type: none"> <li>• Worship agreement template amendment to include name of signatories</li> </ul>	Completed
18	Consider whether the Diocese should be a co-signatory to safeguarding agreements	<ul style="list-style-type: none"> <li>• Review in line with revised NST practice guidance on risk assessment</li> </ul>	
19	<p>Make contact at senior level with the London Probation Service to improve the involvement of the Diocese in pre-release planning for offenders who wish to attend church</p> <p>Consider a formal approach to the Probation Service to seek to establish an understanding or protocol for when the Diocese should be included in pre-release planning</p>	<ul style="list-style-type: none"> <li>• Establish contact with NPS London Divisional Hub (Victim and Stakeholder Engagement) and seek meeting with relevant officer to discuss pre-release planning protocols</li> <li>• Establish contacts with prison chaplaincy services at HMP Wandsworth, Brixton, Belmarsh, Thameside and Isis to discuss pre-release planning arrangements</li> </ul>	
20	To continue to monitor the success of the current training strategies to be able to meet safeguarding training needs and consider if additional strategies will be required to provide sufficient courses	<ul style="list-style-type: none"> <li>• Review systems for initiating and monitoring training attendance across key groups including Clergy, Readers, SPAs and others in key roles</li> <li>• Implement system for monitoring those using C0 and C1 online modules when available</li> <li>• Recruit at least 3 more voluntary trainers to support delivery of parish training</li> </ul>	

**Key:**

- DSA Diocesan Safeguarding Adviser
- DDS Deputy Diocesan Secretary
- DS Diocesan Secretary
- SRG Safeguarding Reference Group
- AGC Audit and Governance Committee
- DST Diocesan Safeguarding Team
- SGA Safeguarding Administrator
- ADs Archdeacons
- ADSAs Assistant Diocesan Safeguarding Advisers
- DoCR Director of Communications and Resources
- AGC Audit and Governance Committee