

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"> • Annual review report to SRG and AGC to include activity review (casework, training and other activity) • DSA to report resource position on six monthly basis to DDS, DS and Diocesan Bishop 	
2	Consider how best to support PSOs on an on-going basis	<ul style="list-style-type: none"> • Consider findings from parish self-audit results • Explore models of PSO support used in other dioceses e.g. annual area based forums • Establish focus group of PSOs for consultation on above 	
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"> • Collate data returns by archdeaconry and disseminate to ADs • Attend ADs meeting to discuss results 	
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"> • Liaise with NST re: safe spaces developments • Research and review models used in neighbouring dioceses (Chichester, Guildford, London, Chelmsford, Rochester) • Consider commissioning specialist service 	
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"> • Recruitment campaign to extend AL group by up to 5 • Explore non-church support as part of actions under 4 above 	

6	Introduce a formal link between DSA's external supervisor and line manager	<ul style="list-style-type: none"> • 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. 	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"> • Review ToR, membership and role outlines against revised national policy "Promoting a Safer Church" following HoB meeting in May 2017 	
8	Consider how the SRG can evaluate the effectiveness of safeguarding at both individual and organisational levels	<ul style="list-style-type: none"> • Develop SRG quality assurance plan for 2018 onwards in line with changes agreed under 4 above 	
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"> • Engage in NST Safeguarding Hub task group • Arrange case management system demonstrations involving other diocesan officers (including MC, JP, MH) • Agree project plan to commission and implement system 	
11	Transfer decisions made in supervision (with a summary of the reasons) to the case recording	<ul style="list-style-type: none"> • DSA and ADSAs to transfer supervision decisions onto case recording following supervision discussions. • Supervision decision tool to be sought within new case management system. 	Completed.
12	Consider the introduction of a brief case closure summary	<ul style="list-style-type: none"> • ADSAs and DSA to note rationale for case closure at end of case record. • Case closure summary tool to be sought within new case management system (See 10) 	Completed.
13	Change the episcopal endorsement of "ASC" to the current Bishop	<ul style="list-style-type: none"> • Update endorsement and upload to website 	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"> • Revised national safeguarding policy, practice guidance and toolkit awaited from NST and to be assessed to inform future shape of ASC • Publication of updated ASC paused pending national publication 	
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"> • Safeguarding complaints policy is contained within update draft of ASC and also now available on website • Await NST complaints and whistleblowing guidance and revise local guidance accordingly to include contact details, written and verbal submissions 	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"> • Update core group agenda to include specific consideration of need for safeguarding agreement • DSA and ADSAs to consider on all relevant cases 	Completed.
17	Ensure that it is clear who has signed a safeguarding agreement	<ul style="list-style-type: none"> • Worship agreement template amendment to include name of signatories 	Completed
18	Consider whether the Diocese should be a co-signatory to safeguarding agreements	<ul style="list-style-type: none"> • Review in line with revised NST practice guidance on risk assessment 	
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"> • Establish contact with NPS London Divisional Hub (Victim and Stakeholder Engagement) and seek meeting with relevant officer to discuss pre-release planning protocols • Establish contacts with prison chaplaincy services at HMP Wandsworth, Brixton, Belmarsh, Thameside and Isis to discuss pre-release planning arrangements 	
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"> • Review systems for initiating and monitoring training attendance across key groups including Clergy, Readers, SPAs and others in key roles • Implement system for monitoring those using C0 and C1 online modules when available • Recruit at least 3 more voluntary trainers to support delivery of parish training 	

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