



## Message from the Diocesan Safeguarding Adviser: Pamela Chisholm



Dear Parish Safeguarding Officers, Incumbents and All who receive this newsletter,

Welcome to the Spring edition of our safeguarding newsletter. I hope it finds you well. This is also my first newsletter since I became DSA in September last year. I've been privileged enough to speak with many of you since joining the Diocese and look forward to meeting others in the coming months.

I come to this role with extensive safeguarding knowledge and experience of working with children and vulnerable people, having served as a police officer for 31 years in the Metropolitan Police Service. I've worked both operationally and strategically with victims, offenders, sex offenders and in serious case reviews focused on the safeguarding of children and vulnerable adults. Most recently, I was an acting Detective Chief Inspector within the continuous policing improvement command, working to improve best practice and with a responsibility for designing safeguarding policy.

A strong focus of my work has been on improving the police response to domestic abuse, and to ensure that survivors receive the help they need. As an advocate for improved responses, I have engaged extensively with those experiencing trauma to understand lived experience and then review and professionalise organisational approaches. I hope to build upon this experience within my role in the Diocese, working closely with parishes and Diocesan colleagues.

You may be aware that the safeguarding team has expanded. We were lucky to have Zoe Skilton joining us the new Safeguarding Administrator in November, while Uzma Osinibi has moved on to the role of Safeguarding Information Manager. You can read more about the changes in the pages which follow.

Elsewhere in this newsletter, we share important information about the New Safer Recruitment and People Management Practice Guidance and Online Training module, an update on Past Cases Review 2, as well as some new information regarding DBS checks. It is a bumper issue which we hope will keep you updated on the latest safeguarding developments.

Please do contact us with any safeguarding questions or concerns you may have. Our contact details are available on the Diocesan website <https://southwark.anglican.org/safeguarding/contact-the-team>

For any urgent calls out of normal working hours, please use our out of hours number 020 3874 6743.

Finally, I would like to thank all of you for your hard work in support of the safeguarding team throughout a decidedly challenging time.

*Pamela Chisholm*  
*Diocesan Safeguarding Adviser*

## Help Wanted

The Safeguarding Team are looking to extend our pool of skilled facilitators for leading training and/or attending courses as a support person. Safeguarding training can trigger memories and emotions in some participants and we would like to be able to respond appropriately, both during the face-to-face and the virtual training sessions. If any members of clergy, Readers, SPAs or Parish Safeguarding Officers can help us in this way, then please do get in touch with Carol Rimmer to discuss.

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### Safeguarding Training Update

We are pleased to tell you about three new safeguarding courses:

#### Parish Safeguarding Officer Induction Course

This course, new from September 2021, is aimed at people new to the role, however all PSOs are welcome to attend. It will cover:

- Understanding the role, responsibilities and working relationships of the PSO, including the Local Authority.
- Identifying a variety of approaches to raising awareness and improving safeguarding practice.
- Evaluating safeguarding information reported by members of the church or community and determining an appropriate response.
- Creating a development plan for local ministry to support development of safeguarding practice in their context.

There will be some written work to complete before and after the course. You must have completed the Basic Awareness (C0) and the Foundations (C1) courses before attending.

The next course will be run in the autumn term. Please register your interest with Carol Rimmer (carol.rimmer@southwark.anglican.org) if you wish to be contacted as soon as a date is confirmed.

#### Safer Recruitment and People Management

This is required to be completed by:

- Line managers and anyone involved in the recruitment of Church Officers (employees, elected members, and volunteers).
- Those with responsibility for administering DBS.
- Safeguarding Officers in all Church bodies.
- Ordinands during IME 1.

#### Raising Awareness of Domestic Abuse

This is required to be completed by:

- Anyone holding the Bishop's licence, commission, authorisation, or permission (clergy, PtO, Readers, LLMs)
- Bishops' Visitors/Pastoral Visitors
- Safeguarding Officers
- Ordinands during IME 1.
- PCC Members/Lay Chapter Members.

Both these courses are now available to be completed online through the Church of England Safeguarding Training Portal at: <https://safeguardingtraining.cofeportal.org/>

Please remember to choose Southwark as your diocese and include the full name and location of your church, so we can add your course completion to your training record.

Safeguarding Training Information can now be found at:

<https://southwark.anglican.org/safeguarding/training/>

# New Safer Recruitment and People Management Practice Guidance and Online Training module

The new Safer Recruitment and People Management e-manual is now available on-line on the Church of England Safeguarding page: <https://www.churchofengland.org/safeguarding/safeguarding-e-manual>

While we work to update Section 5 of A Safe Church, please refer to this new guidance. It is also accompanied by a training module and detail on how to register can be found in the Training Section above.

The new e-manual continues to emphasise caution on over-reliance on DBS checks and reminds us to ensure the implementation of other parts of the recruitment process, including obtaining references and planning a thorough induction process.

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## DBS Checks - Important Changes!

### Renewals are moving to 3-year cycle

From 4<sup>th</sup> January 2022:

- a) all new appointments and
- b) those whose enhanced DBS is due a recheck from that point onwards

should have their DBS recheck carried out and then be put on the new 3 year recheck cycle.

Church Bodies must have assessed all other individuals who do not fall into categories a & b above, but whose DBS is more than 3 years old and put a plan in place to ensure that all those individuals have a DBS no older than 3 years by 3<sup>rd</sup> January 2024 and after that, ensure they are also on the new 3 year recheck cycle.

This means all Church Bodies have a 2 year period from 4<sup>th</sup> January 2022 to 3<sup>rd</sup> January 2024 to carry out the rechecks needed.

By 3<sup>rd</sup> January 2024 all those requiring enhanced DBS (with/without Barred List) checks have a DBS certificate that is 3 years or less and will be on a 3 yearly re-check cycle.

### DBS reduces costs for Basic Checks and Enhanced Checks for paid employees

At a time of economic crisis, we were pleased to hear DBS will be reducing the costs for Basic and Enhanced checks. These changes came into effect on the 6<sup>th</sup> of April 2022.

- Basic checks will be **£18** per application (instead of £23)
- Enhanced checks for paid members of staff will be **£38** per application (instead of £40)

### DBS Launches a New Customer Webchat Service

The Disclosure and Barring Service (DBS) has launched a new webchat service. The webchat service provides a way for customers to get answers to general questions in real time from customer service staff. The service will operate Monday to Friday, 10am to 4pm, and is available to answer general customer questions, to anyone completing a task such as applying for a DBS check, making a barring referral, or logging into the Update Service.

## Updated Confidential Declaration form

Please note there is an updated version of the Confidential Declaration form which you will receive along with this newsletter. The only change has been to the wording of one of the footnotes relating to Questions 10 and 11.

Please use this revised version going forward in relation to DBS checks for your parish. Thank you. You can also find copies of all the safeguarding forms on the website here: <https://southwark.anglican.org/safeguarding/diocesan-policies-procedures/>

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### Staff Changes

In November, the team welcomed Zoe Skilton as the new Safeguarding Administrator. She joined having already worked for the Diocese for 3 years, as Administrator for the Department of Discipleship and Ministry.

Some of you may have heard that Uzma Osinibi had a brief hiatus from the Diocese, but she is now the Safeguarding Information Manager. This is in recognition of the growing area of information management and data protection.

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### Early Alert for Parish Self-Audit

With the formal closure of the PCR2 process and easing of Covid restrictions, we hope to roll out the Parish Self-Audit later this year. We are aware from feedback received that this is a useful health check tool for many parishes, and our goal is to launch it in the summer.

This is just an early alert as you may wish to start preparing by ensuring safeguarding records are up to date (including DBS and training) and any actions from the previous audit which was undertaken in 2018/19 have been updated and catalogued. This is also a good opportunity to think of future safeguarding action plans that the parish is looking to implement.

Please keep a look out in your inboxes and our website for updates regarding timelines and further information.

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### PCR2 Update

The Diocese of Southwark has now formally completed the Past Cases Review2 process which began in 2019. This, if readers recall, was a major piece of work involving the independent review of personal files of all clergy and church officers with roles with children and vulnerable adults. In addition, it included an examination of all Diocesan safeguarding records relating to concerns which have been raised about a member of clergy or church officer.

The final report written by the Lead Reviewer, Martyn Burrell, was submitted by the Bishop's Lead for Safeguarding and Diocesan Secretary, on behalf of the Bishop of Southwark, to the PCR2 Management Board on the 14<sup>th</sup> of March.

It is currently under review by the National Safeguarding Team and we await further guidance as to how the findings will be publicised. The overall aim is for the PCR2 reports and outcomes to be reported back to IICSA.

We would like to extend our deepest thanks to parishes, survivors, Diocesan colleagues, and all those who contributed to this important process. Our thanks also go to PCR2 Project manager and the team of four independent reviewers for their hard work.

## Useful Websites

Diocese of Southwark - A Safe Church

<https://southwark.anglican.org/safeguarding/diocesan-policies-procedures/>

Diocese of Southwark - DBS queries (including guidance on Update Service)

<https://southwark.anglican.org/safeguarding/safer-recruitment-dbs/>

Diocese of Southwark - Safeguarding Training

<https://southwark.anglican.org/safeguarding/training/>

Church of England - Safeguarding Website

<https://www.churchofengland.org/safeguarding/>

Safespaces Website (support for survivors of church-related abuse)

<https://www.safespacesenglandandwales.org.uk/>

Please also check your local council websites for information and local support services.

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## Safeguarding Resources for Services

Did you know there are resources available on the CofE website that can be used to promote safeguarding in services and other occasions?

Please see links below:

<https://www.churchofengland.org/news-and-media/news-and-statements/towards-safer-church-liturgical-resources>

<https://www.churchofengland.org/sites/default/files/2017-11/responding-well-to-domestic-abuse-practice-guidance-appendix-3-theology.pdf>

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### Diocesan Safeguarding Adviser:

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### Assistant Diocesan Safeguarding Advisers:

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### Safeguarding Information Manager

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### Safeguarding Administrator:

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### Safeguarding Training Administrator:

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Mon, Tues and Thurs

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W 020 7939 9478.

## Pass It On



Clergy, parish safeguarding officers and lay leaders are reminded to pass on any safeguarding allegations, disclosures or concerns they receive about church officers to the Diocesan Safeguarding Adviser or one of the Assistant Diocesan Safeguarding Advisers as soon as possible and within 24 hours. Our contact details are on our website:

<https://southwark.anglican.org/safeguarding/contact-the-team/>