

In this issue:

- Training Update
- Dashboard Update
- DBS trial
- PCR2
- PSO event
- Policy Update

Welcome and Introduction

Welcome to the latest Edition of the Safeguarding Newsletter. This Edition will focus on two key developments that we are planning over the next year, designed to make the role of safeguarding in the parish a little less onerous as we go forward. We have listened carefully to your comments as PSOs and clergy and hope that this will be helpful. Change is always difficult as it challenges the familiar and we are very conscious that some parishes will need a greater level of help than others. We have set up a range of different supports for each proposal which we hope will help in the transition phase. Thank you for your continued efforts in making our churches safe worshipping environments.

Training Update

In the last edition we advised you of Nicola Dolby's retirement. Her post remains vacant as there has been a halt placed on recruitment until Bishop Libby has reviewed all vacancies and a strategy agreed as we go forward. In the interim we are trying to cover all the dates previously agreed between the team and a range of external trainers. We wrote to you all explaining the interim arrangements but we wanted to reiterate that because the external trainers are considerably more expensive, we can only confirm that a training event can go ahead where we have 20+ delegates. I am still confident that we will be able to replace Nicola as there are a number of training courses coming from the National Church in the new year that all form part of the Diocesan Training Pathway.

The new DV course will be amended slightly this autumn and from January 2020 there are new Foundation (C1) and Leadership (C2) materials introduced. The refresher C5 module has been scrapped and replaced with the need to repeat the highest level of training previously attended three years later. C3 has also been scrapped and Incumbents will now complete their training alongside others by completing the Foundation and Leadership modules. When Nicola is replaced we will be able to look at providing a range of different formats for the Leadership module, including a clergy only session for those who would prefer. There is a new online Safer Recruitment module available which must be completed by anyone who is involved in the recruitment, oversight or management of employees or volunteers. This will mostly be PSOs, Clergy and paid Children or Adults Leaders. More details can be found on the website in the ***Training and Development Policy 2019***.

Online Parish Dashboard

The Online Parish Dashboard is available for all parishes to use from 30th September 2019. Invitations to use the Dashboard will be sent to all existing Parish Safeguarding Officers. It can be used on all smart phones, tablets, lap tops and PCs.

The new Parish Handbook published by the National Church earlier this year requires that every parish complete an annual audit of your safeguarding arrangements. This covers your compliance to the Parish Handbook and uses many of the categories we used in the 2018 Parish Audit. For those of you who did that exercise you will no doubt recall it was a significant and time consuming piece of work.

The Dashboard is an online tool that allows you to complete the audit as you go along. We ran a pilot of the Dashboard and your PSO colleagues have found it easy to use and overall better than the paper format. While the questions are the same, they are split into 3 stages so that you don't feel overwhelmed with the whole audit all at once. You do as much as you want in one go, and its all stored safety online. The Dashboard uses a simple traffic light system to show you what actions are completed, and what's most urgent. This covers everything from appointing a PSO, to completing risk assessments for church activities and the Dashboard can generate a report for the PCC . It is

simple to use but allows free text to provide local context.

Registration is simple too. We will send an invitation to all existing PSO's. There is a simple to use guide, and training dates will be arranged.

We are asking that all parishes to use the dashboard rather than complete the paper version but understand that not all parishes are able to go ahead with the on-line system straight away. We will produce a paper version and will accept these up until the end of July 2020.

There will be some teething problems but please do ask for help and we will assist your parish to get up and running. We are confident that even those of you who are less comfortable with technology will find the Dashboard easy to use; we made sure that the pilot parishes comprised a good range of ability when asking people to participate. We will write to each of you separately to provide more information and hope you will see the benefits of this new initiative.

DBS Trial

The third development relates to the DBS process where we have received a number of requests to allow parishes to complete the validation on-line at the parish level. This stems from the changes made in 2016 when the DBS process went on-line. We decided to retain the DBS process at Church House due to the number of changes that came into effect at that same time. Derby is the only diocese that did this, all other parishes complete their own validation process. This makes sense on a number of different levels. The DBS process is a legal requirement for those who undertake Regulated activities in church, and the PCC are the responsible body for that work. It therefore seems logical that parishes have control of that system. The safeguarding team has been undertaking the validation process on your behalf, based on information you supply us. This has been pointed out by a number of different PSOs as being inefficient and time consuming.

We have been working with APCS to look at the process of parishes completing their own validation, after all, you have the documents so it seems bureaucratic not to facilitate you being able to confirm the validation on-line at the time. From 1st January 2020 we will pass this aspect of the DBS process to the PSOs to complete unless requested to undertake the validation on your behalf. For example, where an application is completed by the safeguarding team (when the applicant comes into Church House) we will complete the entire process for you. There will be a slight amendment to the paperwork parishes need to complete as the diocese still needs to hold the single central record of all those who have a DBS check and, we link this to the individuals training record so that we can plan future training needs and send out reminders for renewal.

We will have access rights to the APCS system so that we can monitor what activity is completed at a parish level. This will help us sort out problems more quickly and resolve any queries about paid or free DBS checks. PSOs will also be able to complete checks on behalf of the applicants to see where a particular application has reached in the process. This may enable you to respond more quickly to enquiries on the ground. We will be able to provide some training sessions for PSOs in the New Year and parishes will be able to choose when they go live with this change.

PCR2

Some of you will remember back in 2008, the Church undertook a Past Cases Review which examined the files of all Clergy and Readers still in ministry and considered whether concerns had been raised, that they had been handled appropriately. That review only considered concerns relating to harm to children and did not cover any records held at a parish level. The National Church has given a commitment to undertake a new Past Cases Review (PCR2) which will not only look at all types of harm, both to children and or adults, but will probe much deeper in records or concerns held in parishes some of which may not have been reported to the DSA. Over the next few months your vicar (or church warden if in Interregnum) will receive a letter from +Libby outlining what is required to enable this significant piece of work to be completed.

We have to submit our report to the NST by 31st December 2020 which means that the work will need to be done by late summer. While that might sound quite a long way ahead, it is really a very tight time scale as we anticipate that the Independent Reviewers will need to read in excess of 1500 files and may need to undertake a significant number of interviews with any survivors who wish to speak to them directly. Our task before then is to get all the information gathered so that we can be confident in the reviews. Once the Bishop has written to each parish, we will contact you separately to explain the next steps but it might be worth you starting to identify where any parish records are held so that there is less work to do when we ask you for the details.

PSO events

There is another PSO event coming up on 5th October and this is a re-run of the event at Repton earlier in the year. The topic will be Domestic Abuse and is open to PSOs and Deanery Safeguarding Leads. This is not an alternative to the Domestic Abuse training (S3) which is a mandatory training for all clergy, PSOs Church Wardens and anyone leading pastoral visiting teams, amongst others. Do check with the Training and Development policy if you are unsure who needs that training. The PSO event is being held in Ashover to enable colleagues in the north of the diocese.

We have considered your comments from the feedback sheets and will be making some changes for next year's events. Firstly, they will be closer together so that events don't interfere with the contents. Secondly, we will be inviting attendance rather than publishing it on Eventbrite as we have had non PSOs attending just because they thought it might be interesting. We will also be reducing the opportunity for clergy to attend as this was felt to hinder honest feedback about the arrangements within the parishes. This is your event and we want it to be as helpful an opportunity for you to seek information and support as we can.

Deanery Safeguarding Links

Deanery Safeguarding Links are volunteer officers who support Safeguarding in the Deaneries. They offer invaluable support to Parish Safeguarding Officers and the Safeguarding Office in Church House, this is achieved by them being knowledgeable on safeguarding policy and procedure and having the capacity to support and oversee Deanery events.

We have;

Peak Deanery

Marion Overton
Revd Clive Thrower

South East Deanery

Hazel Massey
Nicky Bailey

North East Deanery

Marje Shaw
Mark Broomhead

Mercia Deanery

Julia Davies-Ratcliffe
Revd Kath Wood

Dove and Derwent

Sarah Johnson and vacant

Carsington

Currently Vacant

Hardwick

Currently vacant

City

Linda Mackay
Ray Kilgour

Policy Update

Many of you are aware that I have been helping Sheffield Diocese whilst their DSA has been off sick. That work is coming to an end and should be completely finished by the end of the year. This has meant that the work to amend our Diocesan Procedures has not been completed in time to go to Diocesan Synod in October. However, we hope that this work will be completed this year to go to Synod early in 2020. What I will seek is Synod's approval to adopt the National Parish Handbook as a replacement for the Parish Reference Guide (published in 2016), taking effect from 1 January 2020. Hard copies of the new Parish Handbook can be obtained from Church House Publications or is available on-line from either the diocesan or Church of England websites. Those of you who have read the Parish Handbook will be aware of the new Training and Development Guidance that replaced the Learning and Development Framework published first in 2016. The new training guidance is already on the website and we are working to it already, the new materials are not required until January. You will also soon be asked to formally delegate permission to complete reports to the Charities Commission to the Diocese. Parishes have needed to report all serious incidents since 2007, although few have actually done so. The Charities Commission has been very understanding and has not challenged the lack of reports from parishes but more recently has issued guidance and made it easier to report. As the safeguarding team hold all the information on safeguarding cases, and in many instances cannot share this with PCC members, it makes sense for the Diocese to take on that work. Your parish will get a letter shortly from the Diocesan Secretary explaining the legal requirement to delegate this authority to the diocese and I would urge you to respond promptly to that so that we can get on with submitting a retrospective bulk response on your behalf.