



Thank you again for all you already do to keep the Diocese of Ely a safer place.....

Welcome to the latest edition of the Safeguarding Newsletter. The Diocesan Safeguarding Team continues to work from home with restricted access to the Diocesan Office.

Safe Spaces Update

The Safe Spaces service for victims and survivors of church-related abuse was launched in September 2020, and to date has supported over 200 victims and survivors of abuse. All parishes, dioceses, cathedrals and other church bodies with a website are requested to include details of Safe Spaces, to ensure all those who may need this service are aware of it. A sample text for you to use is provided below but please adapt for your situation, the key is the first sentence and the contact details. The suggested text is opposite.

Thank you for your support.



Safe Spaces – A service for victims and survivors of church-related abuse

Safe Spaces is a free and independent support service for anyone who has experienced abuse in relation to the Church of England, the Church in Wales, or the Catholic Church of England and Wales. This could be abuse by someone who holds any role in the church or is linked to participating in a church-led activity or group.

If you have been affected, however long ago, Safe Spaces can provide you with support. You do not have need to have told the police or the church authorities, and you do not have to still be involved with the church. Your information will not be shared without your consent, unless you or someone else is in immediate danger. Safe Spaces can provide a range of help, including advocating with authorities and other agencies, giving emotional support, providing information (including information on church and police procedures), understanding your needs and working together on individual support plans.

Tel: 0300 303 1056 (answerphone available outside of opening times)

Email: safespaces@victimsupport.org.uk

LiveChat - via the Safe Spaces [website](#)

Independent Safeguarding Board

A [General Synod safeguarding paper](#) has been published and circulated to all members. This is the first time that Maggie Atkinson, Chair of the Independent Safeguarding Board, ISB, has addressed Synod.

Safeguarding (Code of Practice) Measure 2021

[The Commencement Order for the Safeguarding \(Code of Practice\) Measure 2021 is now available here: The Safeguarding \(Code of Practice\) Measure 2021 \(Commencement and Transitional Provision\) Order 2022 \(legislation.gov.uk\).](#)

The substantive provisions of the Measure came into force on 1 March, but the transitional provisions in the Order mean that existing statutory guidance will continue to be subject to the old “have due regard” requirement until it is replaced by Code provision.

A Factsheet to support implementation is available from the [Safeguarding pages of the Diocesan website](#)

Learning and Development Update

The National Safeguarding Team for the Church of England has advised there are some Church Officers and particularly PCC members who are refusing to engage in required safeguarding learning. They have provided the information below:

Ensuring that Safeguarding Learning is up to date helps embed a culture where people feel safe and abuse can be spotted and dealt with in an appropriate and timely fashion. People should be encouraged to engage with the required safeguarding learning for their roles. However, where this encouragement fails it is important to remind people that all current safeguarding policy and practice guidance has been approved by the House of Bishops and must, where relevant, be followed by all Church Bodies* and Church Officers**.

Please note under section 5 of the Safeguarding and Clergy Discipline Measure 2016*** all authorised clergy, bishops, archdeacons, licensed readers and lay workers, churchwardens and PCCs must have 'due regard' to safeguarding guidance issued by the House of Bishops (this will include both policy and practice guidance). A duty to have 'due regard' to guidance means that the person under the duty is not free to disregard it but is required to follow it unless there are cogent reasons for not doing so. ('Cogent' for this purpose means clear, logical and convincing.)

What is meant by 'cogent reasons'?

'Cogent reasons' are reasons that are clear, logical and convincing. It will be very rare indeed for there to be cogent reasons for not following House of Bishops guidance on safeguarding. Cogent reasons are likely to arise only where the guidance does not contemplate a particular, unusual situation arising so that it becomes necessary to take a different approach from that set out in the guidance in order to meet the particular circumstances of the case.

When would 'cogent reasons' be applied?

A person who is required to have due regard to the guidance should not simply take it on him- or her-self to decide that there are cogent reasons for departing from the guidance. Such a decision should be taken – if at all – only after case-specific advice has been obtained from both the diocesan safeguarding adviser and the diocesan registrar.

What are the sanctions for clergy who do not follow 'due regard' guidance?

A failure by a member of the clergy to comply with the duty to have due regard to House of Bishops safeguarding guidance is misconduct under the Clergy Discipline Measure 2003 ('CDM'). Were proceedings under the CDM to involve an allegation of failing to have due regard to the guidance, the onus would be on the member of clergy concerned to establish that he or she had cogent rea-

sons for not following the guidance. A disciplinary tribunal would be likely to scrutinise the reasons given with great care to test whether they were in fact clear, logical and convincing.

What are the sanctions for readers and lay workers, churchwardens and parochial church councils who do not follow 'due regard' guidance?

A failure by a reader or lay worker to have due regard to House of Bishops safeguarding guidance would be grounds for the revocation of the reader's or lay worker's licence by the bishop. A failure by a churchwarden or parochial church council to have due regard to House of Bishops safeguarding could result in an investigation being carried out by the Charity Commission and the churchwarden or PCC members being disqualified as charity trustees.

What are the sanctions for volunteers who do not follow guidance relating to safeguarding learning?

If a volunteer is in a role that requires them to undertake safeguarding learning, they should not be allowed continue in that role if they refuse to complete the required learning.

*Church Bodies includes PCCs, diocesan bodies, cathedrals, religious communities, theological training institutions and the National Church Institutions. This policy will apply to the whole of the provinces of Canterbury and York (including the Diocese in Europe subject to local variations/modifications). There is also an expectation that the policy will apply to the Channel Islands and Sodor and Man unless there is specific local legislation in a jurisdiction that would prevent adoption.

**A "Church Officer" is anyone appointed/elected by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid.

***The Safeguarding and Clergy Discipline Measure 2016 applies to the whole of the provinces of Canterbury and York (including the Diocese in Europe subject to local variations/modifications), with the exception of the Channel Islands and Sodor and Man. In order to extend the 2016 Measure to the Channel Islands or Sodor and Man legislation will need to be passed by the relevant island jurisdictions in accordance with section 12 of that Measure.

The Safeguarding Learning and Development Framework sets out the required attendees for each of the safeguarding learning pathways and the Safer Recruitment and People Management Guidance states that Safeguarding learning is mandatory for all posts that fall within the scope of that guidance. It also highlights that learning requirements will vary according to role and responsibility as set out in the Safeguarding Learning and Development Framework.

Clarification regarding the Leadership Pathway and Bell Tower Captains

The National Safeguarding Team have received a number of enquiries regarding Tower Captains and whether they are required participants for the Leadership Pathway. The key section of the Safeguarding Learning and Development Framework is section 3.3 on p22, under Required Attendees:

It should also, according to the local context, include such other people who significantly influence the culture of that Church body. These may include, for example, lay ministry staff employed by a PCC or Bishops' Mission Order, locally appointed leaders of new worshipping communities, focal ministers, and Churchwardens.*

The requirements for attendance for people in local leadership roles will be determined by agreement between the Bishop/Dean and their respective safeguarding adviser. Where there is a determination that someone must undertake this pathway, that person then becomes a required attendee.

All ringers are required to do Basic Awareness, many will also need to do Foundation depending on local circumstances. For Leadership, a conversation needs to happen between Dioceses and diocesan associations of bell ringers around their level of "culture setting".

Training for bell ringers and Tower Captains may therefore look something like the below:

Role	Basic Awareness	Foundation	Leadership
Bell Ringer	✓		
Tower captains and those teaching children	✓	✓	
Tower captains at prominent towers (including Cathedrals, towers with frequent visitors or people learning), District chair / district safeguarding lead	✓	✓	✓

The Safeguarding Team accept the suggested guidance above. Please contact the team if you are unsure about your particular situation.

Safeguarding Children, Young People and Vulnerable adults

This Guidance was approved at the House of Bishops on Monday 13th December, is available on the [e-manual](#). This Guidance goes live on 4th July 2022.



House of Bishops Safer Recruitment and People Management Guidance Safer Recruitment video



A helpful video can be found on the [e-manual](#) in the section for Safer Recruitment and People Management.

It features a very special appearance by a Parish Safeguarding Officer from Ely Diocese!

DBS checks

Please remember we now need to carry out ID and current address checks face to face. You will also need to see the original document, presented in scanned version, for DBS checks carried out whilst Covid 19 restrictions were in place.

Please also make sure you are working to the latest ID checking guidance circulated during last summer. A copy can be accessed by clicking [here](#)

DBS – Eligibility

Please remember we (at diocesan and parish level) are only eligible to access DBS check for Basic, Enhanced and Enhanced with Barred list checks. **We are not eligible to access a Standard check.** Only roles such as justices' clerks, certain specific officers for magistrates' courts, justices of the peace, licensing authorities, etc are eligible for a Standard DBS check.

Charges for DBS checks

Currently the Diocesan Board of Finance are not charging parishes for DBS checks undertaken for volunteers and are covering the administrative fee charged by Access Personal Checking Service for each application they processed on the behalf of the diocese. However the Diocesan Board of Finance will invoice parishes for applications processed for paid workers in the parish. We are aware that a number of parishes have received invoices and have queried this as the applicant is a volunteer. It appears the box ,on the application form, asking for confirmation that the applicant is a volunteer has been unchecked indicating to APCS that the person is a paid worker. Please check the application forms carefully to ensure the correct boxes are checked or unchecked. Prior to submission. To avoid unnecessary costs occurring.

The Cambridgeshire and Peterborough Clinical Commissioning Group are working alongside the Institute for Apprenticeships in leading a trailblazer group to develop an apprenticeship standard for the role of a 'Safeguarding Officer'.

'Safeguarding Officers' may have different titles within employing organisations, but their key function is to work alongside designated safeguarding leads to support and enable their employing organisation to meet statutory responsibilities in safeguarding the vulnerable populations they work with as per The Children Act 2004, The Care Act 2014, The Child and Social Work Act 2017 and Working Together to Safeguard Children 2018.

The trailblazer group are seeking evidence to support the development of this Apprenticeship Standard And we have been asked if our Safeguarding Officers would complete the survey accessed via the following link. [Survey](#)

Homes for Ukraine Scheme. The Diocese of Ely have produced the following guidance [Diocese of Ely | Homes for Ukraine Scheme \(elydiocese.org\)](#) and the Church of England have produced additional information which you will find by clicking on the following link [Ukraine Refugees](#)



Safeguarding Team Contact Details

The Diocesan Safeguarding Team continues to work from home.

Duty Phone: 01353 652747 For safeguarding referrals

(Please **do not** use this number for queries about DBS checks, training or recruitment issues)

Diocesan Safeguarding Adviser:

Rebecca Boswell

Hours of work 9am-5pm Monday to Friday

Email: rebecca.boswell@elydiocese.org

Mobile No: 07904 487912

Assistant Diocesan Safeguarding Adviser:

Lisa Pearson (part-time)

Hours of work 9am-5pm Monday to Thursday

E-mail: lisa.pearson@elydiocese.org

Mobile No: 07990 581267

Assistant Diocesan Safeguarding Adviser:

Sharon Gage (part-time)

Hours of work 9.30am-2.30pm Monday to Thursday

E-mail: sharon.gage@elydiocese.org

Mobile no: 07507 741295

Training, Criminal Record Checks and Parish Safeguarding Officer Support

Diocesan Safeguarding Officer- Sarah King

Hours of work 9am-5pm Monday to Friday

E-mail: sarah.king@elydiocese.org

Mobile No: 07776 661798

Safeguarding Administrative Support - DBS checks:

Jackie Williamson (part-time)

Hours of work 9am-5pm Tuesday and Wednesday

E-mail: safeguardadmin@elydiocese.org

Safeguarding Training Administrator –

Kelly Nott (part-time)

Hours of work 10am-2pm Monday to Friday

E-mail: safeguarding.training@elydiocese.org