

Appendix 1. Behaviours that need to be referred

Any records that hold the following behaviours should have been, or need to be, referred:

- Behaviour which has harmed, may have harmed or is likely to harm a child or vulnerable adult, including neglect.
- Possible criminal offence against or related to a child, including the viewing, downloading or possession of indecent images of children.
- Possible criminal offence against or related to an adult.
- Behaviour which indicates that the person might be or is unsuitable to work with children or vulnerable adults.
- More than one low level concern which would not, taken individually, meet the threshold for a safeguarding referral, but when taken together may justify further exploration.
- Cases of alleged abuse to people over 16, who have later said they gave their consent, which have not led to prosecution or caution.
- Cases where victims have reported abuse, which have been, and do need follow up.

These behaviours may include: physical, sexual, psychological, neglect and acts of omission, self-neglect, financial, modern slavery, organisational, discriminatory and domestic abuse including controlling or coercive behaviour. Advice on whether a particular circumstance should be reported may be obtained from the DST.

Appendix 2. A church officer

A church officer includes all clergy, retired or deceased, including those with PTO and hospital, school and prison chaplains who hold the Bishop's licence. It also includes Readers, licensed lay workers, diocesan and parish lay employees and volunteers whose role includes (or has included) direct involvement with children and vulnerable adults.