



Diocese of Bristol

# Safeguarding Annual Report 2016

## Welcome

In 2016, we continued to see significant changes in safeguarding throughout the Diocese of Bristol as well as nationally.

In September, we said farewell to Leanne Smith (Diocesan Safeguarding Adviser) and welcomed the arrival of Adam Bond, who joined the Diocesan Safeguarding Team from Bristol Safeguarding Children Board where he was the Business Manager. Leanne and Adam, supported by a growing Diocesan Safeguarding Team, have contributed to significant improvements in the arrangements for the Diocese. The team of Parish Safeguarding Officers have continued to work hard to embed safer practices in the wide range of activities taking place in parishes in Bristol, South Gloucestershire, North Wiltshire and Swindon.

During the year, the Diocesan Safeguarding Steering Group (DSSG) adopted a new Diocesan Safeguarding Strategy that will help to steer us through the many priorities that we have to keep people safe and respond appropriately to those who have experienced abuse. This strategy has been agreed by the Bishop's Council and is the connection between the diocesan vision and the safeguarding action plan against which we continue to make good progress since the comprehensive independent report undertaken by Barnardo's in 2012/13.

Many negative stories have been heard over the last year about the abusive experiences of too many people within the life of the Church nationally; stretching back through many years. The Independent Inquiry into Child Sexual Abuse (IICSA) has recently highlighted through its 'Truth Project' many such stories that should rightly make us weep.

However, we live and work in a time where the opportunities for truth and openness are perhaps more powerful than ever before, particularly for those whose voices have been silenced over many decades. We are committed not only to address these issues of the past, but to change the future for good and to set an example for how such matters are responded to. This, coupled with a commitment to create safer places for all across the Diocese, sets the direction of travel that we work towards. Our ability to safeguard the vulnerable is not ever something we should risk becoming complacent about, but it can be a source of good news to many within the life of the Church of England in the Diocese of Bristol.

This Annual Report details much of the work that has been undertaken by many people committed to this cause during the course of 2016.



Justin Humphreys:  
Independent Chair of  
DSSG



Oliver Home: Diocesan  
Secretary



Adam Bond: Diocesan  
Safeguarding Adviser

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## **Safeguarding Staffing**

2016 has seen a number of significant changes both nationally and within the Diocese.

**National:** The National Safeguarding Team has continued to develop and, following further recruitment during 2016, is now fully staffed.

**Diocese:** The Diocesan Safeguarding Team said goodbye to Leanne Smith, Diocesan Safeguarding Adviser in August 2016 and Adam Bond was appointed to the post, starting in December 2016.

Nick Papuca joined the Safeguarding Team as Safeguarding Caseworker during March 2016 and has brought a wealth of knowledge and skill from his previous role with the police.

Katheryn Caithness as PA to the Diocesan Secretary (3 days a week) and Safeguarding Co-ordinator (2 days a week) continues to support the team.

Oliver Home, Diocesan Secretary, is the safeguarding lead and line manages Adam and Katheryn as part of a team that also includes HR. Adam line manages Nick Papuca and will manage the new post of Training and Development Officer which will be recruited to in 2017.

Three volunteer trainers, Mike Boshier, Becky Fisher and Sara Wadsworth have continued to support the delivery of safeguarding training across the Diocese this year and have been joined by Clare Waggett.

Chris Benjamin has been providing professional supervision for the DSA each month on a private consultancy basis. This arrangement has come to an end in 2016 when Leanne left the Diocese.

### **Expected Developments in 2017**

A part-time Safeguarding Training and Development Officer will be recruited to support the ongoing provision of high quality safeguarding training across the Diocese.

Efforts to recruit additional Volunteer Trainers will continue to meet the demand for additional in parish training sessions and work with the Training and Development Officer to implement the revised training framework expected in early 2017.

Two Authorised Listeners have been recruited in 2016 though they have yet to be fully trained. They will provide a listening service for victims and survivors of abuse.

The Diocese will take part in the national safeguarding audit of dioceses being undertaken by SCIE, in February 2017. It is hoped that this will enable the Diocese to ensure that safeguarding practice continues to be improved across the whole Diocese.

## **Safeguarding Service Development**

### **National**

National Independent Chairs' Network: This network met again at Lambeth Palace and received a range of updates from the National Safeguarding Team and a summary presentation from SCIE on the ongoing Diocesan Safeguarding Audits.

Regional Safeguarding Forum: the South West Ecumenical Safeguarding Forum (SWESF) for DSAs (and their equivalents from other denominations) has continued to meet quarterly. The new Chair is Jan Murphy from the United Reformed Church, who replaces Justin Humphreys.

National Safeguarding Audit Program: Following the Pilot stage in 2015 several more Dioceses have been involved in the Audit and their reports have been published. The Diocese of Bristol will take part in the Audit program in February 2017.

The National Safeguarding Team is now producing newsletters approximately quarterly to inform dioceses of developments at the national level.

Independent Inquiry into Child Sexual Abuse (IICSA): Justice Lowell Goddard QC stepped down and was replaced as chair of the Inquiry by Professor Alexis Jay. The DSSG consider issues arising out of IICSA at each DSSG meeting and it is expected that this will continue during 2017 and for the length of the enquiry.

The Diocese has been asked to provide case records and relevant information to the enquiry and will continue to fully cooperate with the enquiry as and when requested to do so.

During 2016 IICSA have published a report outlining the experiences of survivors of sexual abuse. These stories contain important learning and the DSSG will reflect on how the Diocese will respond to the experience of survivors, especially when this has not previously been as supportive as it should have been.

### **Diocese**

Throughout 2016, the Diocese of Bristol has been working to the Action Plan agreed by the Diocesan Safeguarding Steering Group in January 2016. This Action Plan was developed following last year's Safeguarding Annual Report which incorporated results of the second Parish Safeguarding Audit.

Safe and Welcome: In November 2016, the Safe and Welcome Awards scheme was reviewed and updated to enable it to be a more comprehensive, yet easier to follow process for parishes. The scheme now requires parishes to review their activity in the following five areas; Safeguarding, Children and Young Peoples Ministry, Health and Safety, Hospitality and Accessibility. The Safeguarding section is fully integrated with the Safeguarding Annual Audit process.

Parishes work towards completing certain actions in order to reach a 'standard' at which stage they are awarded bronze, silver or gold certificates.

The Safe and Welcome training days have ceased in favour of promoting the stand alone safeguarding, accessibility and children and young people's ministry training offered by the Diocese.

At December 2016, 33 parishes were engaged in the scheme. 12 have been awarded Bronze level and 1 Silver level with 20 parishes currently working towards Bronze level.

Inductions: One-to-one Safeguarding Inductions for Clergy and BDBF Advisers/Officers were continued during 2016. Three incumbent status clergy have received one-to-one inductions with the Diocesan Safeguarding Adviser / Caseworker in 2016.

Authorised Listeners: The Diocesan Safeguarding Adviser has continued to work on developing provision of Authorised Listeners as required by 'Responding Well'<sup>1</sup>. An agreement in principle is now in place with Acorn Christian Listening. However, although two listeners have been recruited, training has not been delivered and the listeners are not in position at present.

Bristol Cathedral: A service level agreement was put in place in 2015 between the Bristol Diocese Board of Finance and Bristol Cathedral. This outlines how each organisation communicates and cooperates in terms of safeguarding casework and provision and sets out how each organisation functions in relation to provision of training and DBS services. This agreement remains in place and will be reviewed in 2017.

Out of Hours/ Holiday Advice Access: An Information Sharing Agreement is in place with Churches Child Protection Advisory Service (CCPAS) from December 2015 to enable individuals to access CCPAS's 24 hour helpline and for urgent telephone advice to be provided during DSA leave. Requests for advice are shared with the Diocese though we do not at present receive usage data.

Pocket Safeguarding Booklets: These were printed and distributed to parishes early in 2015 and were well received. These have been reprinted following the change to out of hours cover and were redistributed in early 2016.

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<sup>1</sup> Responding Well to those who have been sexually abused, 2011

## Policy and Procedures

### National

The Safeguarding and Clergy Disciplinary Measure was approved by General Synod in July. Guidance to support the implementation of the Measure is expected in 2017. The Measure will introduce a raft of changes including:

- providing a duty for 'due regard' to be paid to the safeguarding policies of the Church of England;
- strengthening a Bishops ability to suspend Clergy, PCC members and Churchwardens where an allegation is made;
- enabling a Bishop to require clergy and lay workers to under go a risk assessment following an allegation or concern; and
- barring from office those barred under the Safeguarding and Vulnerable Groups Act.

New guidance has been issued this year:

- [Safer Recruitment \(2016\)<sup>2</sup>](#)

The four existing Church of England Safeguarding policies remain in place:

1. Promoting a Safe Church (safeguarding policy for adults) 2006
2. Protecting All God's Children (safeguarding policy for children and young people, 4th edition, 2010)
3. Responding to Domestic Abuse (guidelines for those with pastoral responsibility, 2006)
4. Responding Well (policy and guidance for the church of England, 2011)

Consultation has taken place on revised and combined guidance 'Promoting a safer Church: The Church of England's Safeguarding Policy for children, young people and adults' it is expected that a fully revised guidance will be issued during 2017.

### Diocese

All of the Diocese of Bristol's safeguarding policy and guidance was reviewed in August 2016.

### Parish

The parish audit showed significant improvement in parish use of safeguarding policy.

- 96% of responding parishes reported that their policies are compliant with Church of England and diocesan safeguarding policy this year as opposed to 78% in 2015.
- 89% had completed an annual review of policy as opposed to 75% in 2015.

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<sup>2</sup> [https://www.churchofengland.org/media/2552006/safer\\_recruitment\\_practice\\_guidance\\_2016.pdf](https://www.churchofengland.org/media/2552006/safer_recruitment_practice_guidance_2016.pdf)

- 69% of parishes have a process in place to consult their safeguarding policy before starting a new activity this year as opposed to 60% in 2014.
- 85% ensure their safeguarding policy is available to all in the parish compared with 77% of parishes that responded in 2015.

### **Expected developments in 2017**

All Church of England national safeguarding policies remain under review. Draft replacements for Promoting a Safe Church and Protecting All God's Children are now expected in 2017 following consultation that took place in late 2016.

Replacements for Domestic Abuse and Responding Well were expected in autumn 2016 but have yet to be published. It is not as yet clear whether the new policies will be for direct adoption or whether there will be a requirement for each diocese and parish to continue to develop their own.



## Diocesan Safeguarding Steering Group

The Diocesan Safeguarding Steering Group has been operating since April 2014. Meetings have occurred quarterly through 2016.

The introduction of 'Quarterly Metrics' to each meeting from April 2015 has been particularly effective. These figures report on training, casework and DBS compliance levels. This monitoring process has overseen improvements in levels of in-date training and a move to less than 1% of monitored DBS checks being out of date (against national five year standard) compared to 13% in Q1 of 2015.

In 2016 DSSG members stood down. Adam Bond, Safeguarding Business Unit Manager Bristol LSCB joined the DSSG for 2016 and left the group in this role having been appointed to the role of Diocesan Safeguarding Adviser in December 2016. Revd Jules Barnes left the role of Bishop's Chaplain and has been replaced by Revd Paul van Rossum who has joined the DSSG.

A Vice Chair has been recruited and is expected to commence their role in 2017. There will be a need to consolidate the role of the group, whilst continuing to monitor, review and lead progress with existing priorities during 2017.

As at December 2016 the membership of the DSSG is as follows:

Justin Humphreys	Independent Chair
Oliver Home	Diocesan Secretary
Adam Bond	Diocesan Safeguarding Adviser
Revd Paul van Rossum	Bishop's Chaplain
Daniel Jones	Diocesan Youth and Children's Adviser
Olive Gascoigne	Parish Safeguarding Officer
Denise Reynolds	Parish Safeguarding Officer
Revd Canon Raymond Adams	Chair of House of Clergy
Revd Canon Derek Chedzey	Adviser for Ministry Development & representing Bristol Cathedral
Roland Callaby	Diocesan Registrar
Ben Evans	Communications Officer
John Swainston	Director of Education

## Safeguarding Training

Following the pilot of the National Safeguarding Learning and Development Framework in 2015 the full framework has now been implemented across the Church of England. When the fully revised framework was published in 2016 [Month] the Piloted Modules had been changed from being coded as SG to C.

The full suite of training available within the Diocese is as follows:

**C0 - Online Children and Adult Safeguarding** – Basic awareness – pre-requisite for all face to face training and recommended for all.

**C1 – Safeguarding Foundation (previously SG1)** – Basic course provides an introduction to safeguarding within a church context, equips participants with skills and knowledge to know how and when to report concerns.

**C2 – Safeguarding Leadership (previously SG2)** – equips participants to embed safeguarding practice in a leadership role within the church.

**C3 – Safeguarding for Licenced Clergy (previously SG6)** – Equips Clergy to embed safeguarding practice and to respond effectively to safeguarding situations.

**S1 - Safer Recruitment** - Explore statutory legislation and guidance and the House of Bishops safer recruitment procedures, policies and practice guidance.

*Expected to be available from September 2017.*

**C5 – Safeguarding Refresh (previously SG8)** – repeated every 3 years refreshes and deepens knowledge and practice.

**S2 - Pastoral Care, Confidentiality and Confession** - Explore the practical and other implications of pastoral care, confidentiality and confession on safeguarding policies and practice.

**S3 - Responding to Domestic Abuse** - Examine issues related to domestic abuse especially for vulnerable adults and children and how the Church can respond well.

**S4 - Grooming and Sexual Abuse and responding to survivors**

**S5 - Assessing and Managing Risk**

During 2016, the Diocese adopted a Safeguarding Training Plan which fully incorporated the revised National training modules as outlined above. However, delivery of the full suite of training was impacted by Leanne Smith leaving the Diocese in September 2016. The volunteer training team have provided significant assistance in ensuring that access remained to C1 and C2 training. Alongside this

Derek Chedzey and Nick Papuca have provided a number of C3 sessions for clergy. Revisions to training modules and a revised national training framework are expected in 2017 and the Diocese will implement the new framework once they have been received.

Online safeguarding training modules were commissioned from Chelmsford Diocese in 2015 which continue to be available to all parishes. Some issues have been experienced with these modules in terms of log in and reporting process. It is expected that these modules will be replaced with national provision in 2017. 358 people undertook online training during 2016.

Additional training sessions have continued to be offered for Parish Safeguarding Officers (similar in content to 2014 and 2015 sessions).

In total, there have been 56 training events delivered with 1049 participants in 2016 compared to 33 with 403 in 2014 and 50 with 977 in 2015. This is in addition to the online training.

### Numbers of people with outstanding training

Period		Clergy	PTO	LLMs	PSO
<b>Q1 2015</b>	Total number in role	193	139	203	230
	Number with out of date training	110	106	135	162
	% out of date training	57%	76%	68%	70%
<b>Q1 2016</b>	Total number in role	203	131	203	237
	Number with out of date training	58	33	55	160
	% out of date training	29%	25%	27%	67%
<b>Q2 2016</b>	Total number in role	195	127	198	234
	Number with out of date training	43	27	27	146
	% out of date training	22%	21%	14%	62%
<b>Q3 2016</b>	Total number in role	199	138	206	213
	Number with out of date training	41	38	12	156
	% out of date training	20%	27%	6%	73%
<b>Q4 2016</b>	Total number in role	197	140	203	193
	Number with out of date training	36	27	11	112
	% out of date training	18%	19%	5%	58%

## Training delivered in 2016

Subject	Led By	Number Completed	Number Cancelled	Number participants
Online Adults	Online	-	-	161
Online Children	Online	-	-	197
C1:Foundation	DSA/Vol. Trainer	39	1	755
C2: Leadership	DSA	9	2	190
C3: Clergy	DSA	4		62
PSO Induction	DSA	2	1	15
DBS/Safer recruitment	DSA	2	1	15
PSO Forum	DSA	0	-	
Diocesan Staff	DSA	0	-	
Train the Trainer	Ext Trainer	0	-	
Ordinands	DSA	0	-	
<b>Total</b>		<b>56</b>		<b>1395</b>

The commitment of the volunteer trainers has continued to be remarkable, with every parish training request being met across the year. 16% of parishes reported that all staff and volunteers are up to date with safeguarding training in this year's parish audit (11% in 2014), 54% that this is partly completed (29% in 2014) and 26% that they had not yet started (53% in 2014).

Resilience and capacity of the Safeguarding Team can effect the provision of training and in order to address this concern a Training and Development officer will be recruited during 2017. This will enable the Diocese to improve the provision of training for parishes and Clergy alike.

Attendance at safeguarding sessions run by the National Safeguarding Team has been difficult this year as it has been in transition. Staff have been identified for attendance at C4 sessions however this training is yet to be delivered by the National Safeguarding Team.

### Monitoring and reporting

Monitoring is reported at each DSSG meeting of levels of training for those holding a Bishop's licence or permission to officiate. Levels of in date training have risen through the year, with further improvement forecast in 2017.

### Expected Developments for 2017

The Safeguarding Learning and Development Framework was approved by the House of Bishops in December 2015. Some revisions to the framework are expected in 2017.

The training plan developed in 2015 for 2016, and already published, meets the demands of the new training framework in its first year. However, ensuring that sufficient resourcing is available to provide the six new modules to the relevant groups from 2017 onwards is expected to be challenging. In order to effectively meet this challenge Training and Development Officer will be recruited in early 2017. There will be some delay in fully implementing a training programme due to first the DSA vacancy and then the time prior to appointing a Training and Development Officer.

A brochure outlining the training courses and requirements for Safeguarding Training as per the National Learning and Development framework is available and is also provided on the Diocesan website. These were available from April 2016 for the academic year 2016/17. A new brochure for 2017/2018 will be published in April 2017.

## DBS and Safer Recruitment

Full implementation of safer recruitment processes continues across the Diocese this year and the updated National Safer Recruitment guidance in July 2016 is welcomed.

64% of parishes reported that DBS checks for volunteers and staff are completely up to date in the 2016 parish audit as opposed to only 73% in 2015. This reduction may relate to the new requirement for DBS checks for all PCC members to be done.

The challenge has remained that the Diocese's central record of information related to staff, ministers and volunteers cannot currently record DBS checks and training records and does not include all parish roles that require DBS checks. Matching up contact information with DBS due dates is time consuming and vulnerable to errors. This also means that it is not possible to establish from diocesan records whether relevant parish volunteers and staff have an in date DBS disclosure. In 2017, the Church of England Contact Management System will be introduced but this does not include some parish roles.

### DBS – Not Clear

Eight DBS disclosures have been returned 'not clear' in 2016. Of these, seven assessments have been completed. One remains outstanding due to the individual not being available for assessment. This individual is not in any post at present.

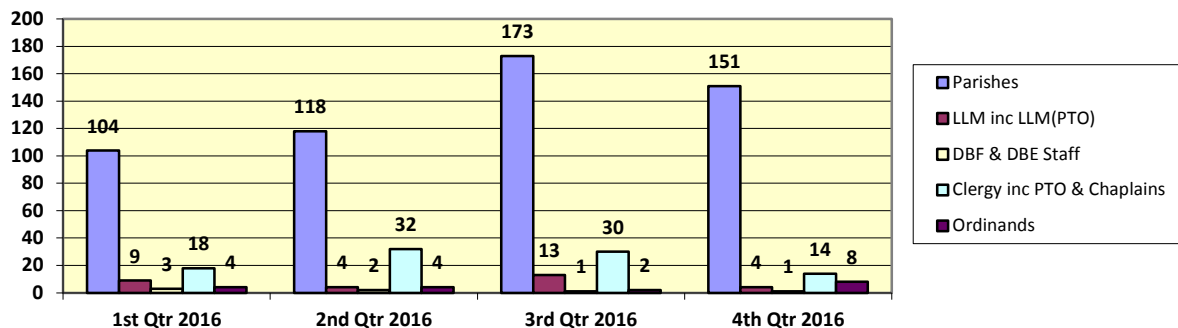
### DBS – total applications

692 DBS applications were recorded as being processed in 2016 versus 817 in 2015. The majority of Clergy have current DBS checks in place which may account for the reduction in numbers. However it is expected that, as PCC members are all expected to have a DBS check, this number will increase during 2017.

### Parish Registration with CCPAS to process DBS checks

Deanery	Total Parishes or groups	2015: Parishes signed up with CCPAS	2016: Parishes signed up with CCPAS
Bristol South	18	89%	95%
Bristol West	19	95%	95%
Bristol City	26	69%	81%
Chippenham	16	88%	88%
Kingswood & South Glos	22	86%	92%
North Wiltshire (Groups)	6	67%	67%
Swindon	21	71%	82%
<b>Totals</b>	<b>128</b>	<b>81%</b>	<b>87%</b>

## Number of DBS applications completed in 2016



## Outstanding DBS checks 2016

Period		Clergy inc PTO	LLM inc LLM(PTO)	BDBF Staff
Q4 2015	Total number in role	358	200	16
	Total number of expired DBS checks	2	0	0
	% expired checks	0.56%	0%	0%
Q1 2016	Total number in role	364	203	18
	Total number of expired DBS checks	3	2	0
	% expired checks	0.82%	1%	0%
Q2 2016	Total number in role	367	198	19
	Total number of expired DBS checks	8	1	0
	% expired checks	2.2%	0.5%	0%
Q3 2016	Total number in role	366	206	19
	Total number of expired DBS checks	6	0	0
	% expired checks	1.7%	0%	0%
Q4 2016	Total number in role	368	203	19
	Total number of expired DBS checks	11	5	0
	% expired checks	3%	2.5%	0%

## Quality Assurance

### National

#### Diocesan Safeguarding Audit

The National Safeguarding Team piloted a new safeguarding audit process during 2015. The Social Care Institute for Excellence (SCIE) has continued to provide the audits. The Audit scheme largely follows a section 11<sup>3</sup> style audit and involves an onsite visit over three days by two SCIE auditors. The Diocese of Bristol is currently identified as due for audit in February 2017. The audit requirements have been incorporated into the 2016 safeguarding action plan following review by the Independent Chair, Diocesan Secretary and Diocesan Safeguarding Adviser of the draft Section 11 style SCIE tool.

#### Annual Self Evaluation

The Church of England issued the annual case work information request this year, returned by the due date in March 2016.

### Diocese

#### Parish Safeguarding Audit

The third annual Parish Safeguarding Audit was issued in November 2016. The audit response form is fully online. The closing date for Parish Audit responses was 9 December 2016. At 31 December 2016 72 responses had been received, covering approximately 87 parishes.

Questions within the Audit were in the following Categories: Parish Safeguarding Policy; Parish Safeguarding Officers; Record Storage; Safeguarding Training; Safer Recruitment; Safeguarding Responsibilities; Activities; additional questions covering DBS and individual who pose a risk. The majority of Questions are repeated from previous years. However, following the changes in the Learning and Development framework questions around training are different from those asked in previous years.

#### Parish Safeguarding Policy:

Whilst there is a reduction in the total number of returns it is encouraging that those that provided a return this year show an increase in the proportion of Safeguarding policies that have been reviewed within the year. Since 2014 there has been a significant improvement in this area. There is further room for improvement to ensure that policies are consulted and are made available routinely. It is evident that there have been improvements across Parishes since 2014.

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<sup>3</sup> Children Act 2004



## **Parish Safeguarding Officers**

All parishes that responded to the Audit have a PSO in place for Children and 96% for Adults. Significant improvements have been reported regarding the publicising of PSOs within parishes.

## **Record Storage**

There is an improvement in the number of parishes reporting the provision of secure storage of safeguarding records as well as the recording of safeguarding concerns. However, there remains a need to improve the records in relation to training of volunteers. This is especially the case for those receiving C1 training as the Diocese do not keep these records centrally. Better recording will assist the parishes in identifying those that need training and for the Diocese in planning and providing training.

## **Safeguarding Training**

The majority of parishes responding have been able to provide a reasonable estimate of the numbers needing training at the different levels and also in respect of the more specialist courses. This will greatly assist the Safeguarding Team in planning training provision across the Diocese. There is markedly less certainty as to the numbers requiring training on the more specialist courses.

## **Safer Recruitment**

There has been a steady improvement regarding the Safer Recruitment arrangements within parishes. However, there does appear to be a reduction in the numbers of people in roles that are eligible for a DBS check actually having a DBS check. This will need to be urgently addressed, especially as the revised guidance requires more roles (e.g. PCC members) having DBS checks and may also account in part for the apparent reduction.

## **Safeguarding Responsibilities**

There is clear evidence that PCC members take their responsibilities seriously and are aware of their role and responsibilities. There clearly needs to be more work in communicating safeguarding responsibilities across the wider church membership. In addition, more needs to be done to ensure that information about safeguarding is clearly and prominently displayed within churches and that outside organisations using church facilities have sufficient safeguarding arrangements in place.

## **Activities**

PCCs report a steady improvement in their awareness and understanding of activities provided for children and their safeguarding requirements. This is less evidenced in relation to activities for adults where improvements reported last year do not seem to have progressed much further.

## **DBS**

Parishes report that they are aware of the need to ensure that DBS checks are completed. There are currently 853 roles eligible for a DBS check that have a current

eligible check in place. However, 147 roles that are eligible for a DBS check are reported not to have a current one. 66 of these are reported to be from one parish.

### **Persons who pose a risk**

Parishes that have a person attending that poses a risk to others are aware and agreements are in place or in process. A small number report that they are not sure and the Diocesan Safeguarding Team will contact them to clarify the situation.

### **Expected Developments in 2017**

It is hoped the SCIE audit will enable the Diocese to continue to improve its safeguarding arrangements.

## Case Work

Cases are recorded on file where advice is sought from the DSA and where this is related to a safeguarding concern or has the potential to become one (other types of queries e.g. recruitment, policy, training, signposting to services, are not recorded).

52 new cases/consultations were recorded in 2016, 11 of which remain open cases. 15 additional cases remain open from previous years. This does not include individuals requiring an 'agreement', which are reported separately below.

### New cases

#### Victim: Child (where child now or at time of allegation)

(Key: S: sexual, DV: domestic abuse. NS: not safeguarding, P: physical, N: neglect, nn: not named)

	Action (may be more than 1 action per case)							
Perpetrator role	Type	Count	Advice	Report to LA	Report to LADO	Report to police	Refer to other diocese	DBS referral
Clergy	-							
PTO	NS	1	0	0	0	0	0	0
LLM		0	0	0	0	0	0	0
Ordinand/Curate	DV	1	0	1	1	1	0	0
Volunteer	P	2	1	0	1	1	0	0
	S	2	1	0	1	0	0	0
	O	1	1	0	0	0	0	0
Unknown/None	S	1	1	0	0	0	0	0
Congregation member	S	3	3	1	0	0	0	0
	NS	1	1	0	0	0	0	0
	P	1	1	0	0	0	0	0
Public	S	10	5	0	0	5	0	0
Other org.	S	1	1	0	0	0	0	0
Total by type	S	17	10	1	1	6	0	0
	NS	1	1	0	0	0	0	
	DV	1		1	1	1	0	
	P	5	2	2	1	1	0	
<b>Total</b>		<b>25</b>	<b>13</b>	<b>4</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>0</b>

### Victim: Adult

(Key: S: sexual, DV: domestic abuse. NS: not safeguarding, P: physical, N: neglect, SN: Self Neglect, nn: not named, Dis: discrimination, E: emotional, F:financial, SN: self neglect)

	Action (may be more than 1 action per case)								
Perpetrator	Type	Count	Advice	Report to LA	Report to Police	Refer to other Dioceses	Report to MH	DH Review	DBS referral
Clergy	NS	2	1	0	1	0	0	0	0
	S	2	2	0	0	0	0	0	0
Unknown	E								
Congregation member	SN	1	1	0	0	0	0	0	0
	F	1	1	0	0	0	0	0	0
	F	1	1	0	0	0	0	0	0
	nn	4	4	0	0	0	0	0	0
Public	DV	1	1	0	0	0	0	0	0
	F	1	1	1	0	0	0	0	0
	S	1	1	1	0	0	0	0	0
	SN	1	1	0	0	0	0	0	0
	nn	4	4	1	0	0	0	0	0
Total by type	S	3	3	1	0	0	0	0	0
	E	1	1	0	0	0	0	0	0
	DV	1	1	0	0	0	0	0	0
	NS	2	1	0	1	0	0	0	0
	F	2	1	1	0	0	0	0	0
	SN	2	2	0	0	0	0	0	0
	nn	8	8	1	0	0	0	0	0
<b>Total</b>		<b>19</b>	<b>17</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### Comparison to 2015

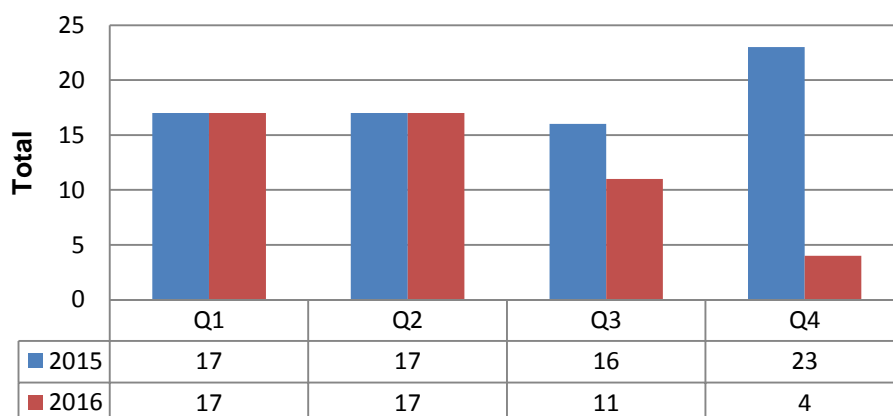
2015 26 adult cases or consultations

2016 19 adult cases or consultations

2015 36 children's cases or consultations

2016 25 children's cases or consultations

## Cases and Consultations 2015/2016



As the chart shows, there appears to have been a reduction in the overall case load year on year. However it is notable that referrals during the last quarter of the year were much reduced.

### Additional Case Work

14 cases have continued into 2016 from other years which do not have an agreement.

### Agreements

An agreement is made when an individual who poses a risk to children or adults at risk would like to attend and worship at a Church. Prior to the implementation of an agreement, a risk assessment is completed to ensure that the agreement fully meets the risk posed and that the individual is provided with the necessary support.

As at December 2016, there are 19 individuals with agreements, some having multiple agreements due to being involved in various activities across parishes e.g. bell ringing). One is new within the year, one agreement was closed this year as the individual left the church.

There are currently seven agreements out of date for review due in part to multiple agreements being required for the same individual and a reduction in capacity during the later part of the year.

### Parish

Figures from the 2016 parish safeguarding audit state that 85% of parishes have complete records of safeguarding concerns and actions, comparable to the previous year. The audit also showed an improvement in the percentage of parish safeguarding officers with access to secure storage for records 85% as compared to 72% marking as complete in 2015.

## Budget

Description	2015 Actual	2016 Budget	2016 Spend	2017 Budget
	£	£	£	£
DBS Disclosure Costs	12,088	12,000	10,757	12,000
Safeguarding risk assessments	4,800	4,500	0	4,500
Safeguarding training	3,038	5,000	3,901	5,000
DSA & DSSG working expenses	2,373	3,500	2,435	3,500
<b>Totals</b>	<b>22,299</b>	<b>25,000</b>	<b>17,092</b>	<b>25,000</b>

### Looking to 2017

2016 has continued to be a period of development and the Diocese's safeguarding requirements both now and into the future have become clearer.

The role of the Diocesan Safeguarding Adviser has become more strategic and requires additional specialist support. In Adam Bond and Nick Papuca, the Diocese is blessed to have two individuals with considerable safeguarding experience from social work and police respectively. The recruitment of a new Training and Development Officer will widen the skills and capacity of the team further to deliver a major programme of required work.

In 2017, further changes are expected at a national level which will have an impact at both diocesan level and within parishes. These include changes to church representation rules and implementation of changes to safeguarding legislation which will continue to be implemented in stages and are expected to be complete in March 2017.

The Diocese hopes the Safeguarding Audit by SCIE in February 2017 will be an opportunity to take stock of progress made and clarify what is still required to ensure that safeguarding practice across the Diocese continues to improve.