



How can the Newcastle Diocese Safeguarding Team better support Incumbents, Parish Safeguarding Officers and Churchwardens in the effective implementation of Church of England safeguarding policy in practice?

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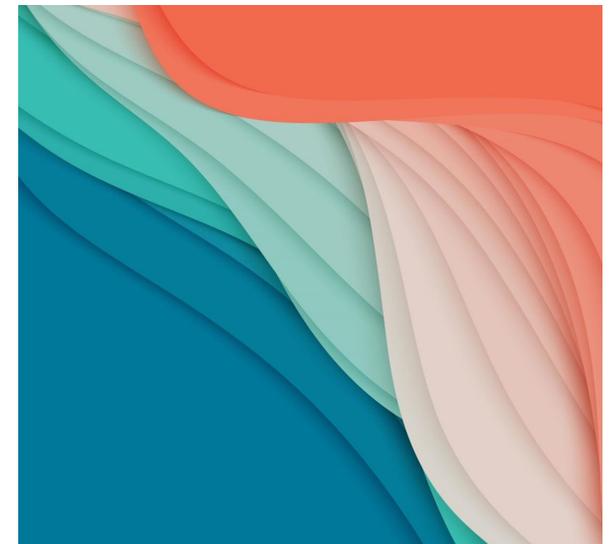
Agenda: presentation from interim report



INTERIM REPORT: for distribution and discussion

How can the Newcastle Diocese Safeguarding Team better support Incumbents,
Parish Safeguarding Officers and Churchwardens in the effective
implementation of Church of England safeguarding policy in practice?

- How the research emerged, Dr Lesley Deacon
- The research plan, Dr Lesley Deacon
- Quantitative research and initial findings (statistical), Dr Matt Durey
- Qualitative research (narratives) and initial findings, Dr Lesley Deacon
- Group Discussion

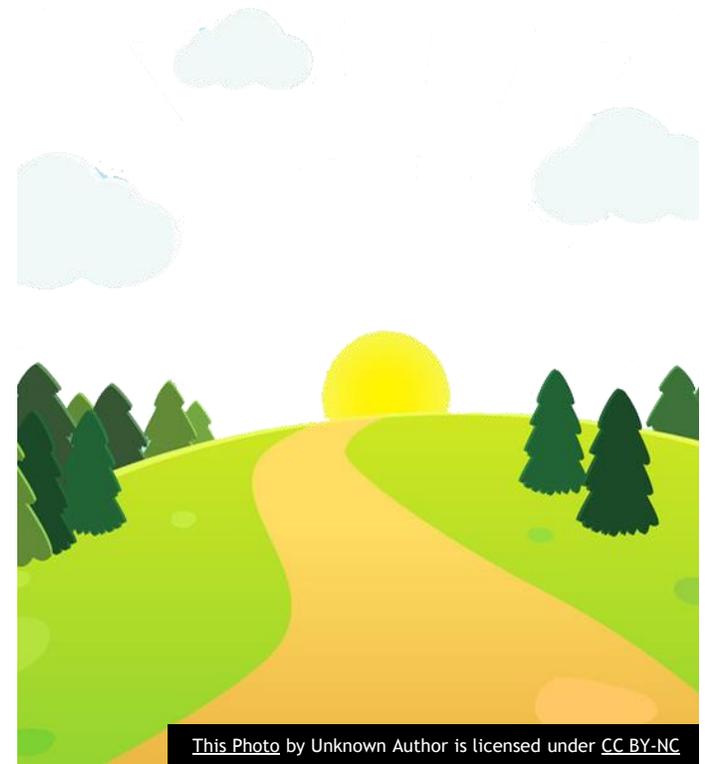


At the end of each main section, we will pause for questions/comments



How the research emerged

- Dr Lesley Deacon is a qualified social worker and to re-register with Social Work England, needed to complete a 30-day placement. This was agreed and arranged with the Diocesan Safeguarding Team.
- It was agreed, with Carol Butler (Diocesan Safeguarding Advisor) that this would partly involve the design and implementation of a piece of research for the Diocese.
- The aim of the research was to understand the experiences of Incumbents, Parish Safeguarding Officers and Churchwardens when implementing safeguarding policy into practice within their Parish.
- The research began through the completion of a scoping review - engaging in informal conversations with a range of Incumbents and PSOs across the the Diocese.

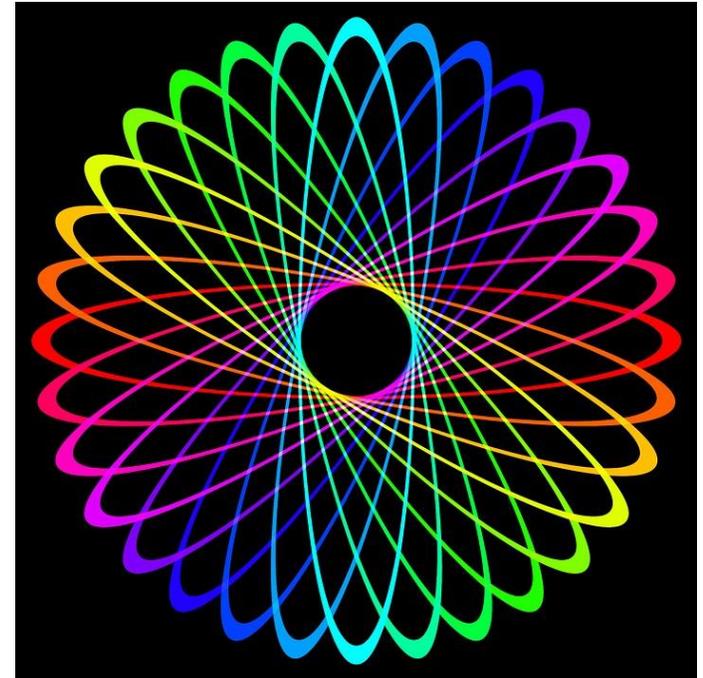


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The research plan

- Focus: hear the voices of those who are responsible for implementing safeguarding practice across the Diocese.
- A detailed, mixed methods self-completion online survey was created (print version also available).
- Mixed - including closed question (for measurement) and open questions (for narratives i.e. more detailed explanations).
- The survey link was shared via email through the the internal email system for all Incumbents, Parish Safeguarding Officers and Churchwardens.



Quantitative research (statistical)

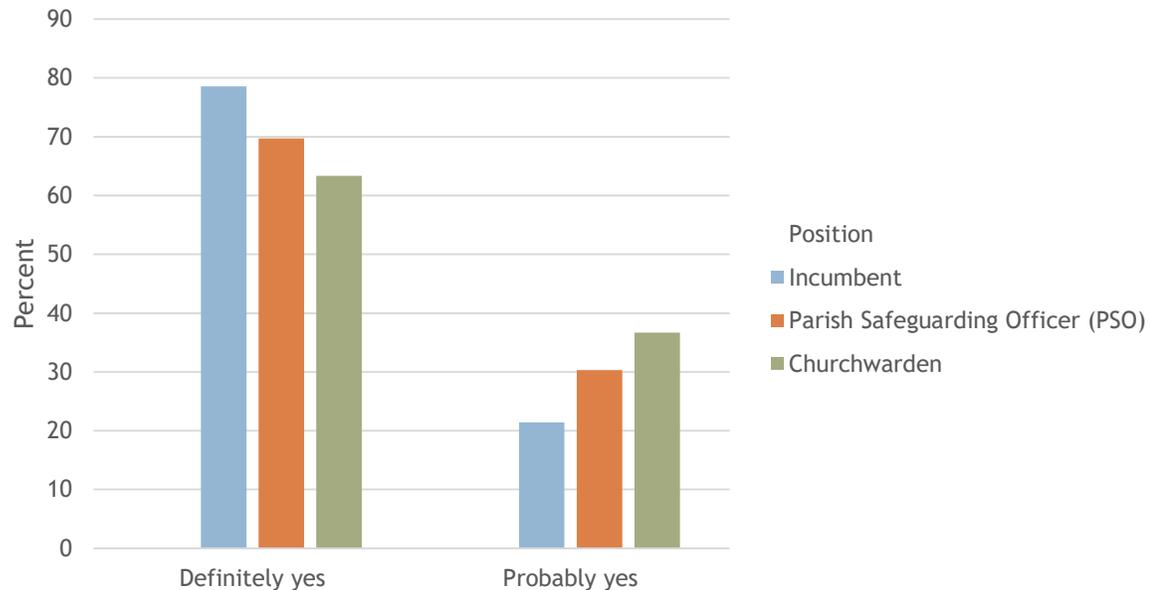
- This part of the survey was concerned with getting an overall picture of general trends in respondents' perceptions about safeguarding practices and their roles in safeguarding.
- Looking particularly at where there are 'significant' patterns - differences between particular groups of respondents and/or connections between different aspects of safeguarding.
- Identifying strengths as well as potential issues.
- 100 complete responses: 18 Incumbents, 39 PSOs, and 43 Churchwardens.
- Response rate: 12.8% (12.4% for Incumbents, 21.2% for PSOs, and 9.2% for Churchwardens)
- Sample size is an issue: this is enough for results to be usable and reliable, but for comparisons between groups, and for ability to generalize beyond the sample, it's important to appreciate the limitations.



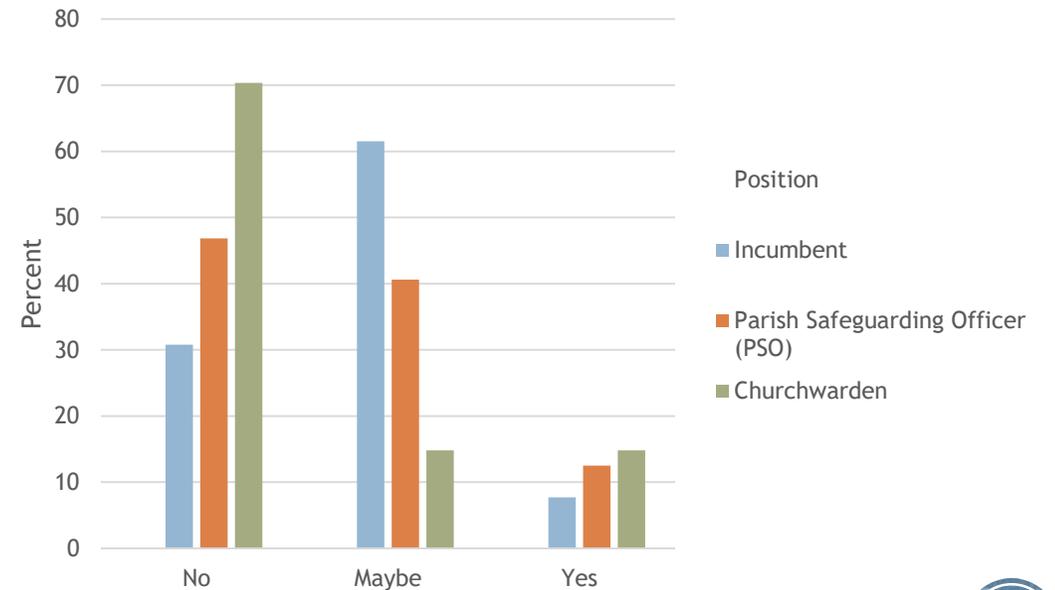
Quantitative initial findings

- Overall picture is very positive

Do you feel you understand your role in safeguarding within the church?



Do you have any worries about your role in safeguarding?



PERCEPTIONS OF CAPACITY AND UNDERSTANDING OF SAFEGUARDING

- These questions (Lickert scale: strongly agree - strongly disagree/very good - very poor) aimed to capture perceptions of capacity and understandings of safeguarding practices and procedures.
- Again, generally positive, but greater disparity between Incumbents, PSOs and Churchwardens.
- The picture is unclear: rarely clear patterns where one group stands out from the others.
- Sample size and significance - more data *might* show clearer patterns.

Question

I have enough time to do my safeguarding role effectively

I have enough support to do my safeguarding role effectively

There is a clear system for managing safeguarding in my Parish

I am confident in using the Parish Safeguarding Dashboard

I know to whom I should pass information about safeguarding concerns

I know where to go/whom to ask for help about safeguarding concerns

Would you say you feel sufficiently financially supported in implementing safeguarding practice?

How would you rate your understanding of the following?
- Worship Agreements

How would you rate your understanding of the following?
- Risk Assessments

How would you rate your understanding of the following?
- Children's Services

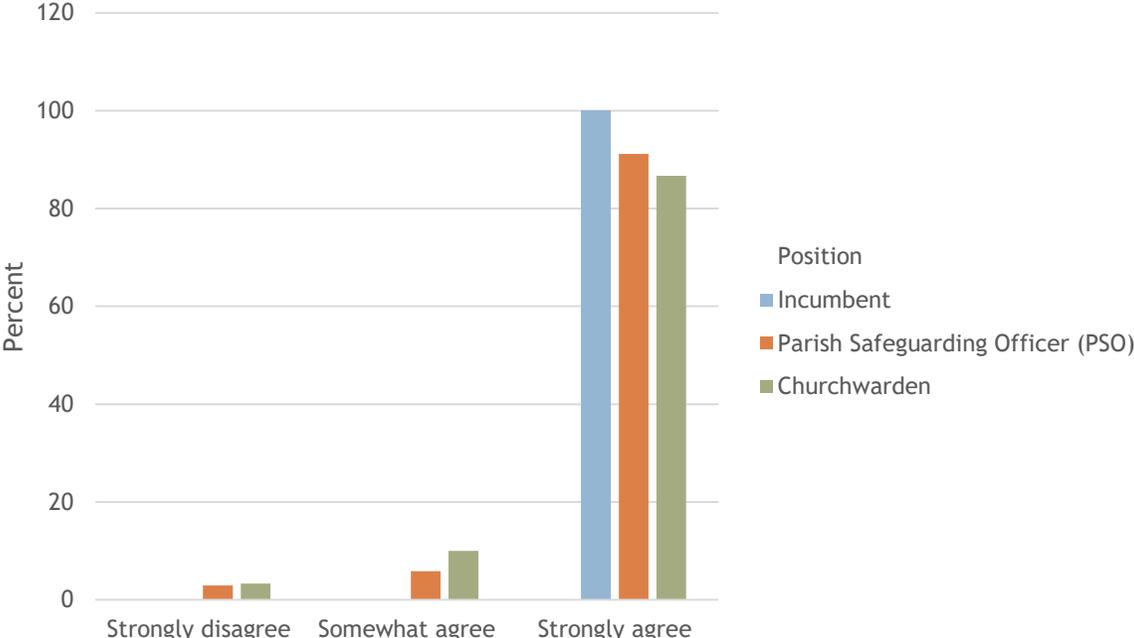
How would you rate your understanding of the following?
- Adult Services

How would you rate your understanding of the following?
- Diocesan Safeguarding Officer

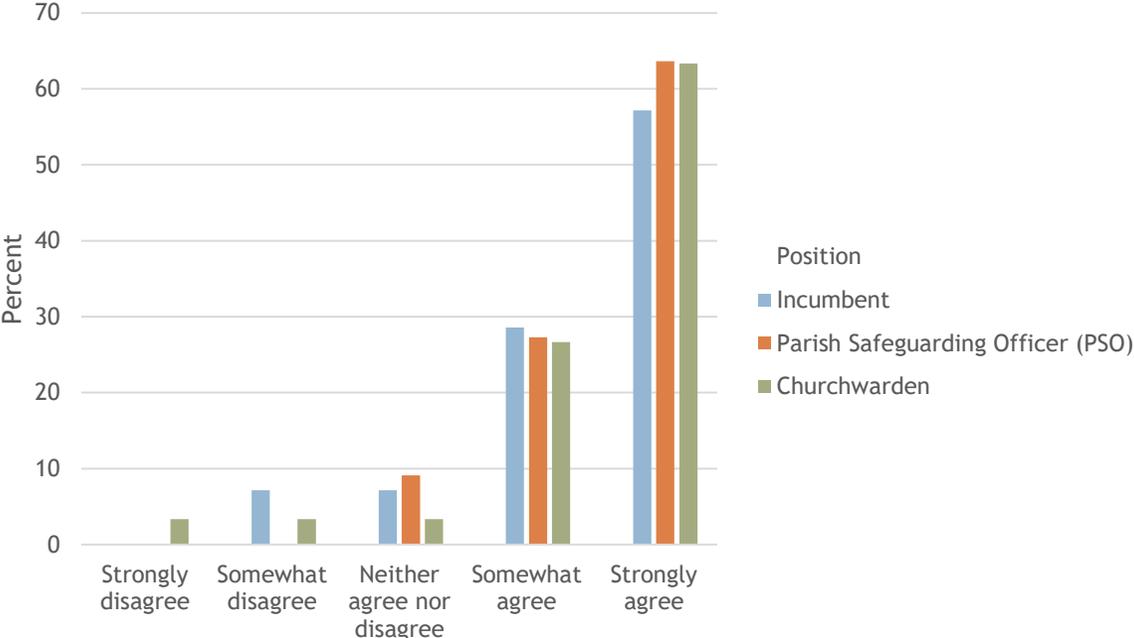


Quantitative initial findings

I know where to go/whom to ask for help about safeguarding concerns

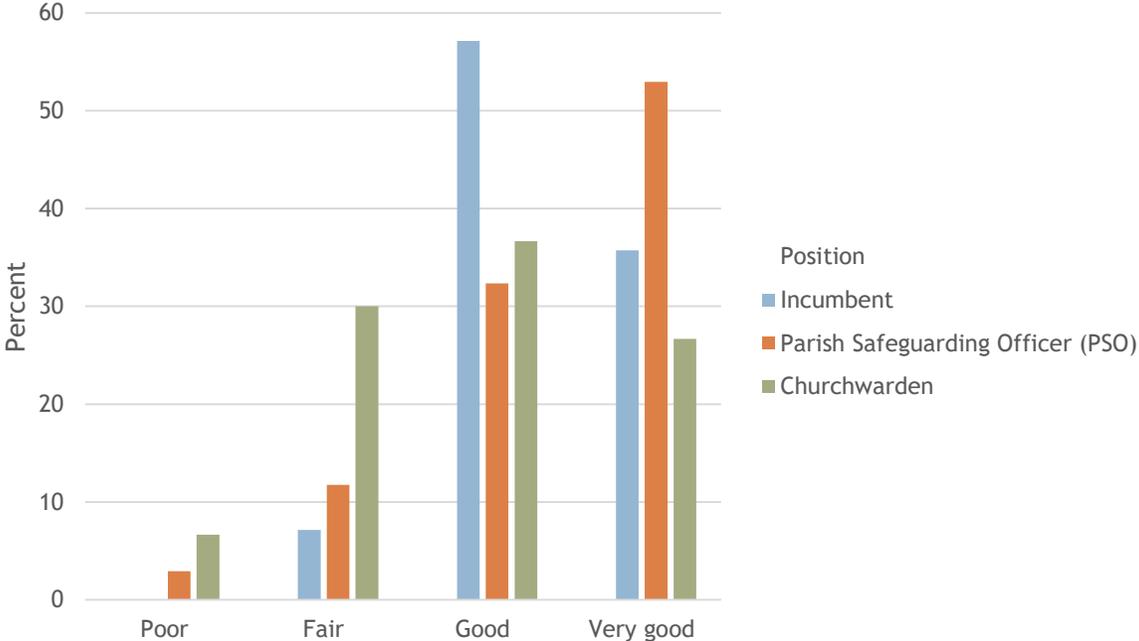


There is a clear system for managing safeguarding in my Parish

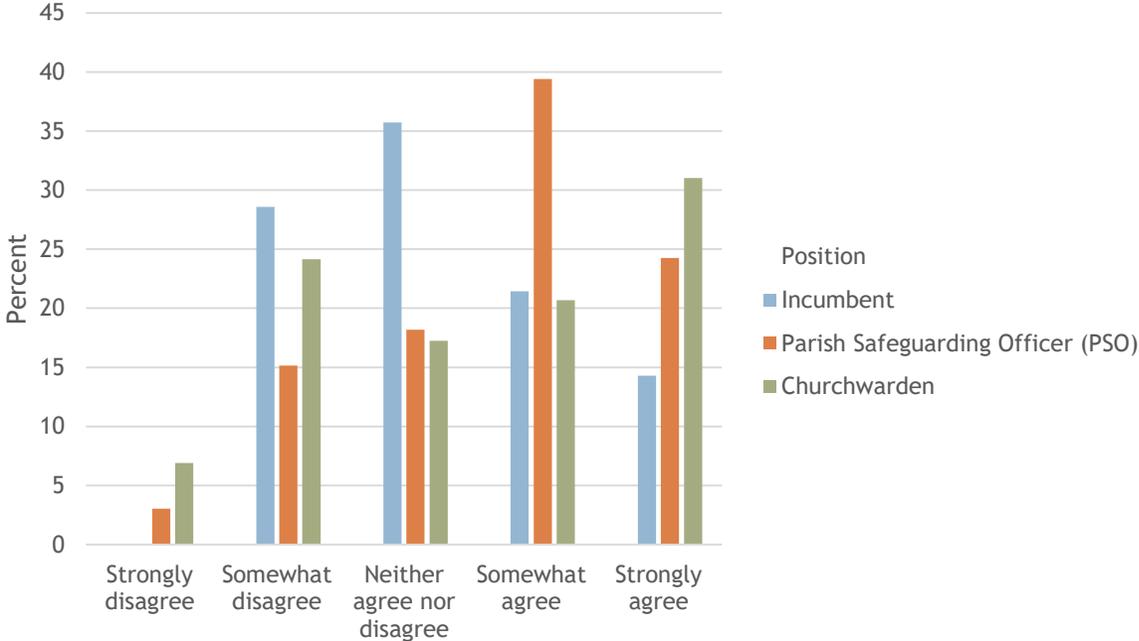


Quantitative initial findings

How would you rate your understanding of the Diocesan Safeguarding Officer?

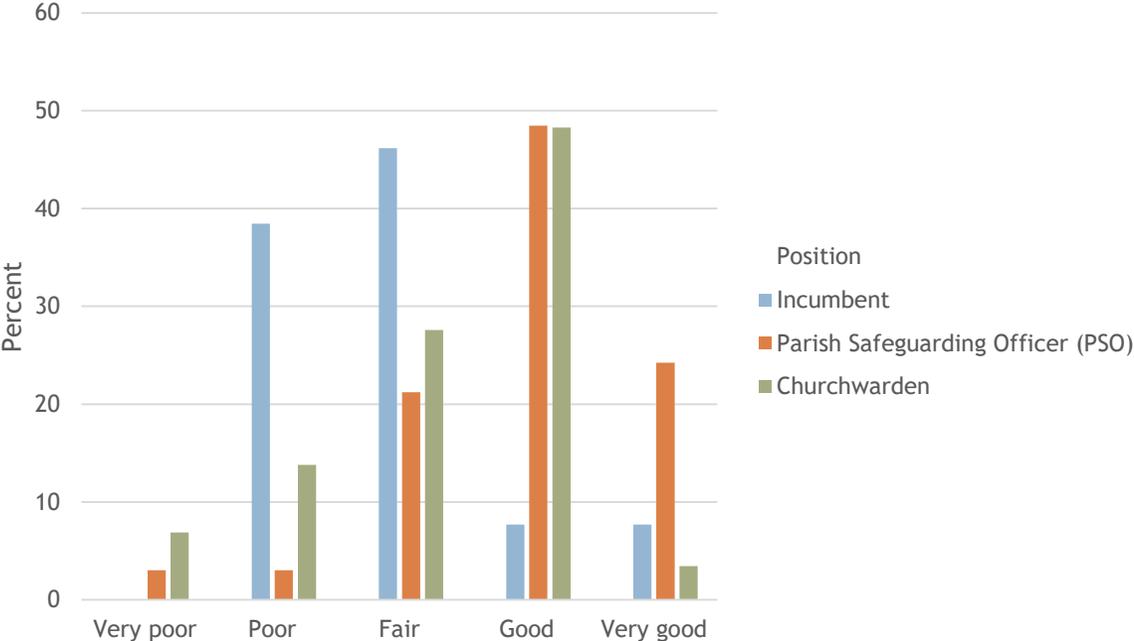


I have enough time to do my safeguarding role effectively

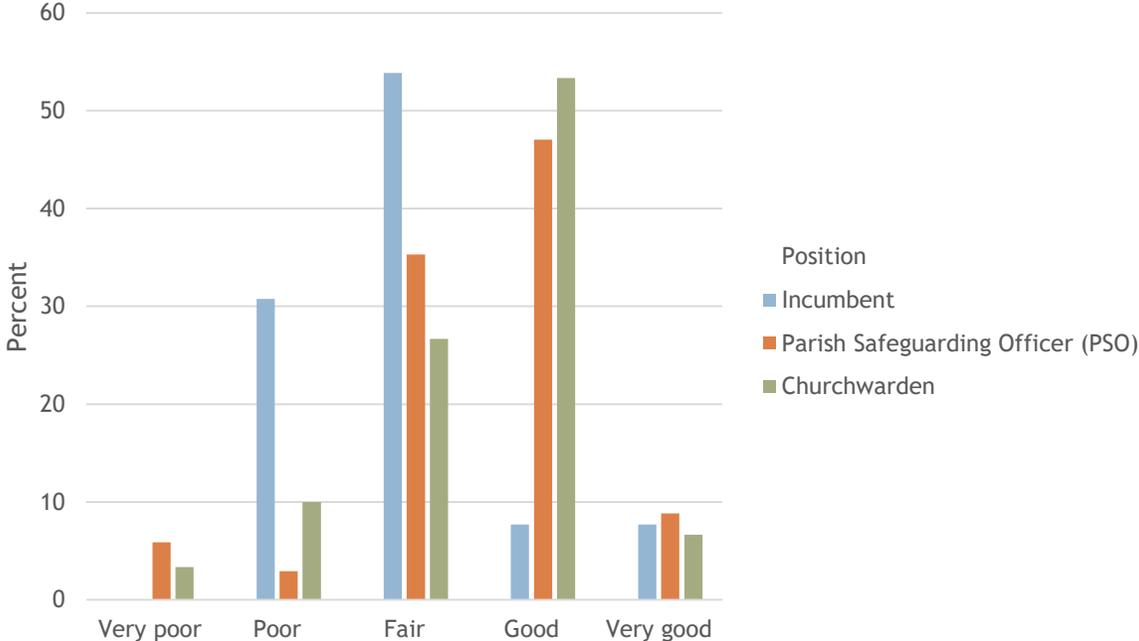


Quantitative initial findings

How would you rate your understanding of Children's Services?



How would you rate your understanding of Adult Services?



Quantitative initial findings

- Questions were asked regarding the safeguarding training provided by the DST, and the frequency and nature of contact with the DST.
- For the most part, this was positive and with no significant difference between Incumbents, PSOs and Churchwardens - although Churchwardens were, overall, less likely to have had much contact with the DST (only Churchwardens reported never having had contact).
- A single area of difference was found regarding the nature of contact with the DST - while there was no noticeable difference in contact concerning training, DBS, Churchwardens were *significantly less likely* to have contacted the DST for either advice about what to do about a safeguarding concern, or to check whether what they had done was right (only 11% of Churchwardens had contacted the DST for this reason).



Quantitative initial findings (summary)

- Overall, findings are positive, suggesting overall high levels of engagement with, and understanding of, practices and procedures around safeguarding.
- Comparing Incumbents, PSOs and Churchwardens reveals a mixed and muddled picture (although NB sample size).
- Differences, where they appear, are (based on these data) typically indeterminate, but indicate a mixed picture - there is a lack of consistency.
- Key differences appear to be around understanding of Children's Services and Adult Services, and (perhaps?) the statutory framework around safeguarding.
- There appears to be a breakdown of communication between Churchwardens and DST when it comes to seeking advice.



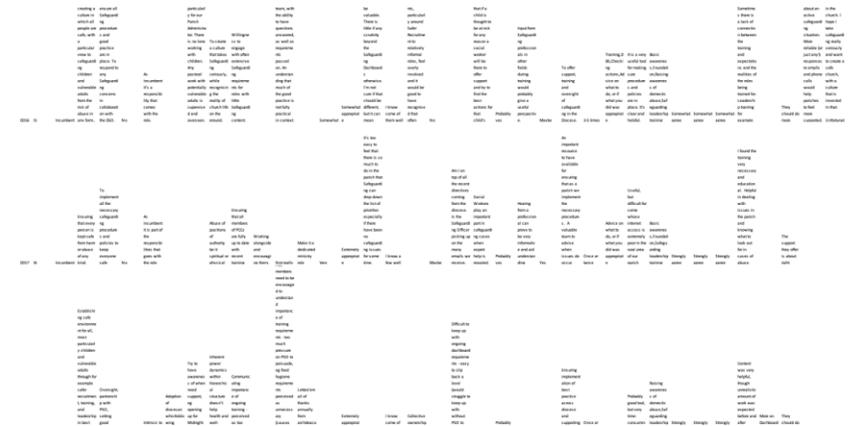


Questions?



Qualitative research (narratives)

- The aim of this type of research is to enable people with experiences to tell us about these and their perceptions of them.
- In the survey this included open questions (see example, below).
- All the open questions responses were grouped: 1. Incumbents, 2. PSOs, 3. CWs.
- Each open question was then thematically analysed.
- Then these were analysed again to identify themes, before a final stage of thematic analysis was completed.



Do you have any extra safeguarding processes that you implement outside the minimal requirements? Please specify.



EXAMPLE



Qualitative initial findings

Safeguarding is...

- administration
- something someone has to do
- about risk but that isn't happening yet
- 'different' in small, rural communities
- the PSO



Safeguarding is... administration

I understand that as a Churchwarden, I have to do safeguarding training. I am happy volunteering as a Churchwarden but though I understand the need to protect the vulnerable, I feel that safeguarding training is too much complicated and demanding. The Church could find other ways of educating about safeguarding.
(CW-10)

Monitoring and
record keeping
(PSO-14)

Compliance
(PSO-6)

Reporting
upwards
(CW-25)



Safeguarding is... something someone has to do

I think it is a fundamental and intrinsic element of my role, not a burden but a service to others(I-13)

I thought I was taking on... care of the church, making sure everything was in order so services could run smoothly (CW-8)

No one else was forthcoming when the previous PSO retired (PSO-6)



Safeguarding is... about risk but that isn't happening yet

Too many cases where the forgiveness of sin has become the condoning of sin, and the over protection of reputation
(PSO-9)

...in trying to see the best in people may miss signs that things are amiss.
(CW-23)

Cults of personality
(I-14)



Safeguarding is... 'different' in small, rural communities

Small rural churches with two services per month and 8 to 10 congregation is a lot different to bigger churches in more urban areas with a large congregation where you do not know everyone.
(CW-36)

Our Parish is extremely small and rural and it would be extremely hard to hide a serious issue
(PSO-6)

...it could happen here just as easily as anywhere else
(CW-26)



Safeguarding is... the PSO!

Cinderella department of
Parish life and no one
goes there'
(PSO-8)

There is too much to do
as a safeguarding
officer...
(PSO-32)

Persuade
(CW-38 and I-
7)



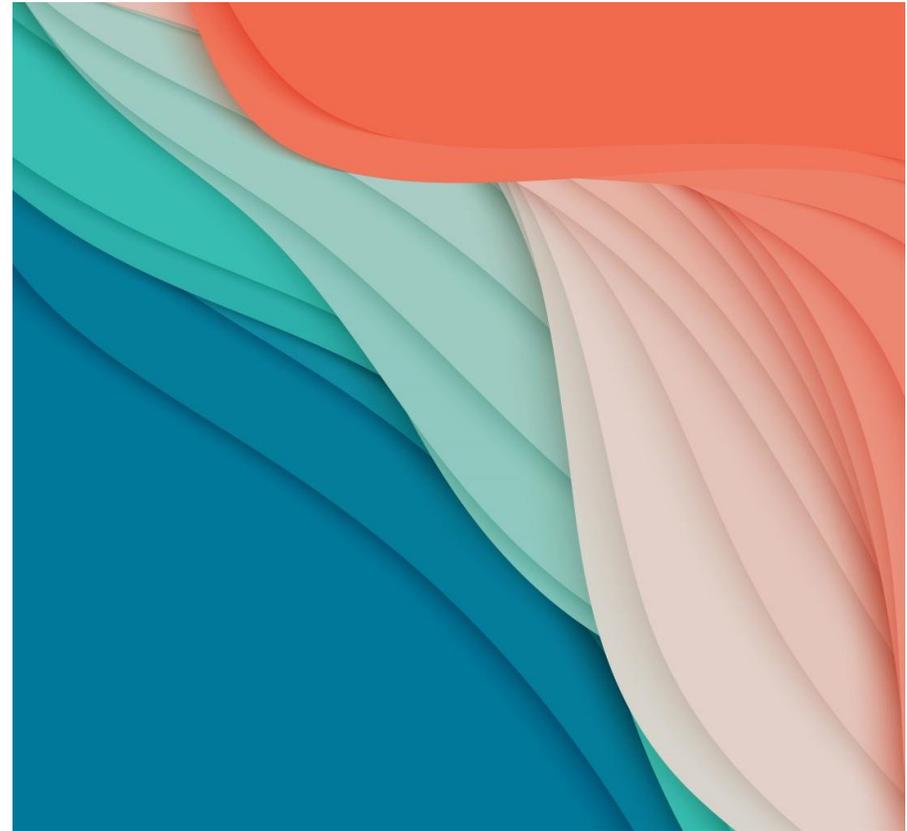


Questions?



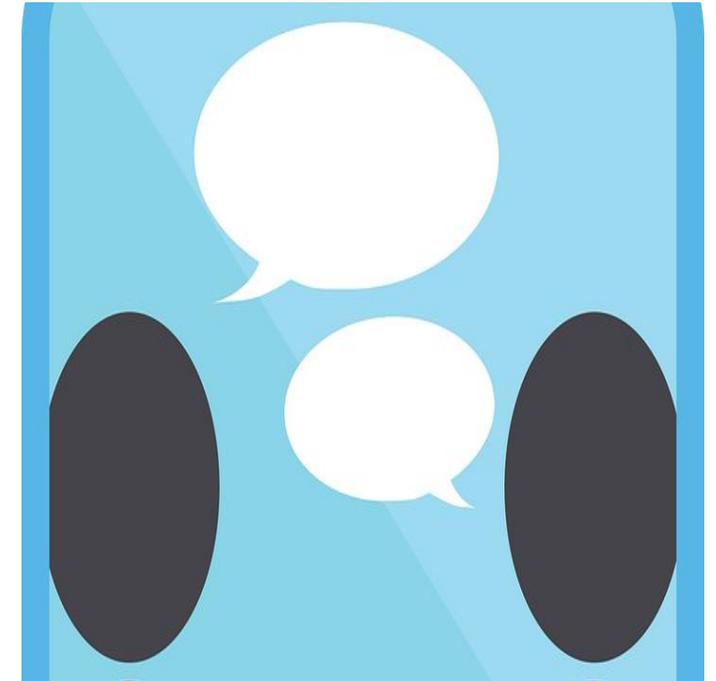
Concluding thoughts

- PSOs and CWs are generally confident in their understanding of safeguarding (67.9%) but differences across roles and from urban/rural Parishes.
- Increased burden of bureaucracy, administration and time expectations (especially in rural parishes).
- Training is differently received by CWs.
- PSOs engage with the Diocesan Safeguarding Team but CWs do not - this needs to be explored to understand why.
- Safeguarding not yet embedded into church life and culture.



- Can a cultural shift be supported in terms of embedding safeguarding more into sermons and day-to-day life of the Church?
- How can trust be built – where survivors feel they will be believed, and that people will be held accountable for their actions?
- How can a conceptual understanding of safeguarding be further developed in terms of a preventative focus, e.g. a recognition of those who may pose a risk?
- The role of the Parish Safeguarding Officer – can the administration be reduced/shared and are there alternatives for smaller/rural Parishes rather than adding to Churchwarden responsibilities?
- Is there scope for paid roles to be created, e.g. in between Diocesan Safeguarding Team and Parish Safeguarding Officers, to take on more of the administrative and oversight responsibility?
- How can more face-to-face contact in Parishes be facilitated, e.g. through training, mentors etc., especially with Churchwardens?

Discussion



We would appreciate your thoughts on these - please discuss with people next to you, and feedback



Next steps

- We will be creating a working group to explore these interim findings in more depth; and to discuss, co-create and implement a supportive safeguarding culture across the Diocese
- If you are interested in being involved, please email Donna Brown
d.brown@newcastle.anglican.org



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