



Diocese of Bristol
Creating connections

Safeguarding Annual Report 2018



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Welcome



As Interim Independent Chair of the Diocesan Safeguarding Steering Group (DSSG), I am pleased to present the Safeguarding Annual report for 2018. Firstly, I would like to thank our previous Chair, Justin Humphreys, who has led the DSSG so ably over the last five years and has recently stepped down.

This report demonstrates that the Diocese of Bristol has developed robust procedures and processes to ensure that the DSSG has oversight of the safeguarding and protection of children and vulnerable adults across the diocese. The data and performance metrics gathered, analysed and responded to by our excellent, professional team of safeguarding staff demonstrate a steady and sustained improvement in safeguarding arrangements.

I have been continually impressed by the rigour, oversight, and priority that both the safeguarding team led by Adam Bond, Diocesan Safeguarding Adviser, and overseen by Oliver Home, Diocesan Safeguarding Lead, and the entire membership of the DSSG have demonstrated when addressing key safeguarding issues on behalf of the wider Church. We expect our parishes and benefices to play their part and that is exactly what they are doing as we all navigate to the same 'page' together.

These are complex issues. However, this annual report demonstrates that we are well into our journey of placing preventative safeguarding at the core of every bit of church activity that we deliver or commission. We still have to complete that journey. Complacency is not an option. The detail of this report creates strong foundations for the road ahead of us, and also enables us to plot clearly the course that is before us.

A handwritten signature in blue ink, appearing to read 'Mal Munday'.

Mal Munday

Interim Independent Chair of the Diocesan Safeguarding Steering Group

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Diocesan Safeguarding Steering Group

The DSSG has been established since April 2014. This was in response to the review of safeguarding arrangements within the Diocese undertaken by Barnardo's in 2013. Meetings have occurred quarterly through 2018.

The terms of reference¹ for the DSSG were revised in November 2016 and have been further revised during 2018 following the publication of new guidance in October 2017. The Group has quarterly meetings to oversee safeguarding activity within the Diocese. There are standing agenda items which include national updates, information regarding IICSA, performance metrics and the Strategic Safeguarding Improvement Plan (which outlines the development work of the DST and the DSSG).

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.

¹ <https://www.bristol.anglican.org/documents/dssg-terms-reference/>

MEMBERSHIP

Representation from external organisations has been sought during 2018. Mal Munday, Head of Service, Children's Services Wiltshire Council, joined the group during 2018 prior to his retirement on 31 August 2018. Nicola Laird, the Local Authority Designated Officer for Bristol City Council, has continued as a member the group.

Mal Munday has taken on the role of Vice Chair, following a revision to the Terms of Reference of the group.

As at December 2018 the membership of the DSSG is as follows:

| Name | Role |
|-----------------------------|--|
| Justin Humphreys | Independent Chair |
| Mal Munday | Vice Chair (and current Interim Chair pending recruitment) |
| Oliver Home | Diocesan Secretary |
| Revd Paul van Rossum | Bishop's Chaplain (retired December 2018) |
| Ven Michael Johnson | Acting Archdeacon of Bristol |
| Chris Priddy | Head of Parish and External Relations |
| Olive Gascoigne | Parish Safeguarding Officer |
| Jan Coombes | Parish Safeguarding Officer |
| David Cain | Parish Officer |
| Revd Canon Raymond Adams | Chair of House of Clergy |
| Revd Canon Derek Chedzey | Adviser for Ministry Development & representing Bristol Cathedral (left role in August 2018) |
| Wendy Matthews | Cathedral Chapter Clerk |
| Roland Callaby | Diocesan Registrar |
| Ben Evans | Communications Officer |
| Inspector Paul Bolton-Jones | Avon and Somerset Constabulary |
| Nicola Laird | LADO, Bristol City Council |
| <i>Katheryn Caithness</i> | <i>Safeguarding Co-ordinator (Notetaker)</i> |
| <i>Adam Bond</i> | <i>Diocesan Safeguarding Adviser</i> |
| <i>Helen Styles</i> | <i>Safeguarding Training and Development Officer</i> |

ATTENDANCE

| Name | 22 Jan | 23 Apr | 17 Jul | 15 Oct |
|-----------------------------|--------|--------|--------|--------|
| Justin Humphreys | ✓ | ✓ | ✓ | A |
| David Cain | ✓ | A | ✓ | A |
| Oliver Home | ✓ | ✓ | ✓ | ✓ |
| Revd Paul van Rossum | A | A | ✓ | A |
| Ven Christine Froude | ✓ | ✓ | - | - |
| Ven Michael Johnson | - | - | ✓ | ✓ |
| Mal Munday | ✓ | A | ✓ | ✓ |
| Chris Priddy | A | ✓ | ✓ | A |
| Olive Gascoigne | ✓ | ✓ | ✓ | A |
| Jan Coombes | ✓ | ✓ | ✓ | A |
| Revd Canon Raymond Adams | A | ✓ | ✓ | ✓ |
| Revd Canon Derek Chedzey | ✓ | ✓ | ✓ | - |
| Wendy Matthews | - | - | - | ✓ |
| Roland Callaby | ✓ | ✓ | A | ✓ |
| Ben Evans | ✓ | ✓ | ✓ | ✓ |
| Inspector Paul Bolton-Jones | A | A | A | A |
| Nicola Laird | ✓ | ✓ | ✓ | A |
| <i>Adam Bond*</i> | ✓ | ✓ | ✓ | ✓ |
| <i>Katheryn Caithness*</i> | ✓ | ✓ | ✓ | ✓ |
| <i>Helen Styles*</i> | ✓ | ✓ | ✓ | ✓ |
| <i>Denise Channing**</i> | - | - | ✓ | - |

* Members of Diocesan Safeguarding Team attend DSSG but are not members

** Attended for a specific agenda item

- Attendance not required

A Apologies received

✓ Attended

Safeguarding Staffing

2018 has seen stability in the Diocesan Safeguarding Team with no changes in our staffing.



Adam Bond
Diocesan
Safeguarding
Adviser



Helen Styles
Diocesan
Safeguarding
Training and
Development
Officer



Nick Papuca
Diocesan
Safeguarding
Caseworker



**Katheryn
Caithness**
Diocesan
Safeguarding
Co-Ordinator

Oliver Home, Diocesan Secretary, is the safeguarding lead and line manages Adam and Katheryn. Adam line manages Nick Papuca and Helen Styles.

Our volunteer trainers, Mike Boshier, Sara Wadsworth, Clare Waggett, Fran Clarke, Liz Leaman and Karen Wilmot have continued to support the delivery of safeguarding training across the Diocese this year and have been joined by Tori Silletti and Tom Morgan.

Arthur Panton, an independent Social Worker, provides independent professional supervision for the DSA on a private consultancy basis every six weeks.

Safeguarding Service Development

DIOCESE

The Safeguarding Improvement Plan was agreed by the Diocesan Safeguarding Steering Group in January 2016. This Plan was developed following the previous year's Safeguarding Annual Report which incorporated results of the second Parish Safeguarding Audit. The plan has been added to and revised following the SCIE Audit (2017) and progress in relation to the plan is reported quarterly to the DSSG.

Safe and Welcome: The Safe and Welcome scheme invites 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.

At December 2018, 37 parishes were engaged in the scheme. 14 have been awarded Bronze level and 3 Silver level with 23 parishes currently working towards Bronze level.

Inductions: One-to-one Safeguarding Inductions for Clergy and Diocesan Officers were continued during 2018. Six new incumbent status clergy, the two acting archdeacons and the new Bishop of Bristol have received one-to-one inductions with the Diocesan Safeguarding Adviser during 2018.

Authorised Listeners: The Diocese is able to offer the services of an Authorised Listener to any victim or survivor of abuse that would like this support.

Bristol Cathedral: A service level agreement was renewed during 2017 between the Bristol Diocesan Board of Finance and Bristol Cathedral. This outlines how each organisation communicates and cooperates in terms of safeguarding casework and provision and sets out functions in relation to provision of training and DBS services. Safeguarding Training is provided to the Cathedral by the Diocese Safeguarding Team. This agreement remains in place and will be reviewed in 2020.

Trinity College: Trinity College in Bristol is the only Theological Education Institution within the Diocese of Bristol. Support has previously been provided to Trinity College with safeguarding issues as and when required. A more structured and formal relationship is now established which has included the provision of advice and guidance on safeguarding arrangements within the College and the provision of safeguarding training to both staff and the student body.

Out of Hours/ Holiday Advice Access: An Information Sharing Agreement is in place with Thirty One: Eight (formerly CCPAS) from December 2015 to enable individuals to access Thirty One: Eight'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. The agreement has been renewed in early 2018 and amended in light of the revised Data Protection regulations that came into force in May 2018.

REGIONAL

South West Ecumenical Safeguarding Forum

This meets quarterly and comprises DSAs from the Region and safeguarding representatives from the Roman Catholic Dioceses, Methodist Circuits and United Reformed Church Synod. There are also links to the Baptist Church and the Salvation Army.

South West Safeguarding Trainers Network

This is a network for safeguarding trainers in Church of England Dioceses in the South West. It has established itself and meets quarterly to provide support and share good practice across the region.

South West Independent Chairs (SWItCH)

This meets quarterly to share good practice and provide support. It meets with regional DSAs once a year.

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.

Anglican Methodist Safeguarding Group

Has resumed meetings during 2018 having fallen into abeyance. It has been established to improve collaboration between the Church of England and the Methodist Church on safeguarding related matters. Meeting with regional groups of DSA's and District Safeguarding Officers and met with South West DSA's and DSO's in November 2018.

National Safeguarding Audit Program

The Diocese of Bristol took part in the Audit programme in February 2017. Several other Dioceses have been audited during 2017 and a final report identifying the key themes and learning identified in the audits is expected in early 2019.

In addition to the audits of Dioceses the National Safeguarding Team has commenced a national audit program of Cathedrals in 2018. Bristol Cathedral will be subject of audit in early 2020.

The National Safeguarding Team continues to provide regular newsletters approximately quarterly to inform dioceses of developments at the national level.

Independent Inquiry into Child Sexual Abuse (IICSA):

Two hearings have been held regarding case studies relating to the Diocese of Chichester and the case of Peter Ball (former Bishop of Gloucester). Key themes and issue identified during these hearing have been shared with Dioceses by the National Safeguarding Team. A prominent feature of the hearings has been the voices of survivors who have given evidence to the enquiry. A clear message of the need to equip and support children to be able to identify and challenge abusive adult behaviour was raised in the hearings. This is an area of work that the DSSG is keen to explore further during 2019.

Policy and Procedures

DIOCESE

Revisions to the Allegations Management Procedure have been adopted by the DSSG in January 2018 in response to the revised guidance issued nationally in October 2017. A substantial revision of the Diocese Safeguarding Policy has been adopted by Diocese Synod in 2018.

PARISH

The Parish Safeguarding Audit was issued to Parishes at the end of 2017. The content of the audit has been revised slightly and Parishes are encouraged to consider how they can be sure that they are meeting the required standards and how they can evidence this. Parishes are also being encouraged to undertake the audit collaboratively across the PCC rather than as a delegated function of the Parish Safeguarding Officer. This is intended to remind PCC's that they are ultimately responsible for safeguarding arrangements within a Parish and to encourage Parishes to recognise that Safeguarding is everybody's responsibility.

The DSSG monitors whether parishes have submitted an audit return during the preceding 2 years. Parishes that have not done so will receive a letter from the DSA in January 2019 to remind them of the expectation that they submit an audit this year.

²www.bristol.anglican.org/documents/allegations-management-procedure

NATIONAL

New guidance has been issued this year: *Responding to Safeguarding Concerns or Allegations that relate to Children, Young People and Vulnerable Adults (2018)*

The existing Church of England Safeguarding policies remain in place:

1. *Training and development practice guidance* (2017) - January
2. *Responding well to domestic abuse practice guidance* (2017) - March
3. *Key roles and responsibilities of church office holders and bodies practice guidance* (2017) – October/ December 2017
4. *Responding to, assessing and managing concerns or allegations against church officers practice guidance* (2017) – October/ December 2017
5. *Glossary Reference Guide* (2017)
6. *Promoting a Safer Church; House of Bishops policy statement* (2017)
7. *Promoting a Safe Church (safeguarding policy for adults)* 2006
8. *Protecting All God’s Children (safeguarding policy for children and young people, 4th edition)* 2010
9. *Responding well to those who have been sexually abused practice guidance* (2011)
10. *Safer recruitment practice guidance* (2016)
11. *Safeguarding in religious communities practice guidance* (2015)

And with the Methodist Church:

1. *Safeguarding records: joint practice guidance for the Church of England and the Methodist Church* (2015)
2. *Safeguarding joint practice guidance for single congregation Local Ecumenical Partnerships* (2015)

Safeguarding Training

The Diocese Safeguarding Team continues to offer the full range of core and specialist training as required in the Training and Development Framework issued in January 2017.

COURSES AVAILABLE

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

Basic course provides an introduction to safeguarding within a church context and equips participants with skills and knowledge to know how and when to report concerns (this course is now available as an online course for those who also are required to complete C2).

C2 – Safeguarding Leadership

Equips participants to embed safeguarding practice in a leadership role within their church.

C3 – Safeguarding for Licenced Clergy

Equips Clergy to embed safeguarding practice and to respond effectively to safeguarding situations.

C5 – Safeguarding Refresher

Repeated every 3 years refreshes and deepens knowledge and practice.

S1 – Safer Recruitment

Explores statutory legislation and guidance and the House of Bishops safer recruitment procedures, policies and practice guidance.

S3 – Responding to Domestic Abuse

Examines issues related to domestic abuse especially for vulnerable adults and children and how the Church can respond well.

Personal Safety an additional course provided to support clergy and other church officers whose role will often require them to work alone. Developed from training provided by the Suzy Lamplugh Trust³

Online training

The online training provision comprising C0 basic Awareness has been joined by the C1 Safeguarding Foundation Online course in December 2017. The Diocesan Safeguarding Steering Group advises that the online C1 course is only used by those who also have to complete the C2 Course. This is to ensure that all who have to complete C1 or C2 have the opportunity of face to face training. A total of 371 people undertook C0 and 107 C1 online training during 2018.

Additional training sessions have continued to be offered for Parish Safeguarding Officers comprising induction and bi annual Forum meetings

In total, there have been 103 face to face training events delivered with 1151 participants in 2018 compared to 79 with 1295 in 2017.

³ <https://www.suzylamplugh.org/train-the-trainer-bespoke>

People with outstanding training needs

A key concern identified in the SCIE Audit was the relatively low numbers of Parish Safeguarding Officers that have received training in comparison to those in a licensed or similar role.

A plan to improve the numbers of Parish Safeguarding Officers that have completed C1 and C2 training has been implemented. This plan has two strands:

1. Improving training records and
2. Enabling Parish Safeguarding Officers to attend training.

Parish Safeguarding Officers

In addition to the national training modules, Parish Safeguarding Officers are offered an induction session. This has been available for new Parish Safeguarding Officers since 2015.

As of the end of 2018 there were 195 Parish Safeguarding Officers in post across the Diocese. There is a 15% turnover rate of Parish Safeguarding Officers year on year through 2017 and 2018 this has had an impact on training data though there has been a clear and significant improvement in the training of Parish Safeguarding Officers.

| Course | Completed Training | | Change (+/-) |
|---------------|--------------------|---------------|--------------|
| | December 2017 | December 2018 | |
| PSO Induction | 58 (31%) | 69 (35%) | +5% |
| C1 Foundation | 104 (55%) | 142 (73%) | +19% |
| C2 Leadership | 88 (47%) | 135 (67%) | +24% |
| C1 and C2 | 56 (30%) | 110 (57%) | +27% |

Efforts to improve the numbers of Parish Safeguarding Officers that have received the required training for their role will continue into 2019. Those that have yet to attend any training have been contacted individually by the Diocesan Safeguarding Adviser by phone and email.

Training delivered in 2018

The Safeguarding Learning and Development Framework was approved by the House of Bishops in December 2015. A revised version of the Framework was published in January 2017. The Diocesan safeguarding training plan was revised to reflect the new guidance and implemented in April 2017.

The commitment of the volunteer trainers has continued to be remarkable, with every parish training request being met across the year.

Senior staff in the Diocese have attended a C4 senior leadership session facilitated by National Safeguarding Team in January 2018.

| Course | Led By | Completed | Cancelled | Participants (avg.per course) |
|----------------------------------|-----------------------------|------------|-----------|-------------------------------------|
| C0: Online Safeguarding | Online/ Face to Face | 371 | - | 371 |
| C1:Foundation | Online/TDO/ Vol. Trainer | 26 | 1 | 107 (online) 416 (17) |
| C2: Leadership | TDO/DSA | 21 | - | 177 (8.4) |
| C3: Clergy | TDO/DSA | 4 | - | 55 (13.75) |
| C4: Senior Leadership | NST | 1 | - | 32 |
| C5: Safeguarding Refresher | TDO/ Vol. Trainer | 19 | - | 172 (9) |
| S1: Safer recruitment | TDO | 12 | - | 104 (8.6) |
| S3: Domestic Abuse | TDO | 11 | 2 | 92 (8.36) |
| PSO Induction | TDO/DSA | 2 | - | 21 (10.5) |
| PSO Forum | TDO/DSA | 4 | - | 59 (14.75) |
| Personal Safety | TDO | 3 | 1 | 23 (7.6) |
| Total | | 103 | | 1629 |

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, DBF staff and Parish Safeguarding Officers. Levels of in date training have risen through the year, with further improvement expected in 2019.

Additional Training needs

The Diocese Safeguarding Team has identified a need for training for those involved in lone working situations. Helen Styles has developed a Personal Safety course following her attendance on the Train the Trainer course provided by the Suzy Lamplugh Trust. It is specifically though not exclusive aimed at those in ministry but anyone in a church role would be encouraged to attend.

Roles eligible for training

During 2018, the Diocese Safeguarding Team has worked to ensure that it knows if everyone who holds a DBS check in the Diocese has received the training relevant to the role for which they have obtained a DBS certificate. In the last five years in excess of 3,500 DBS checks have been completed. The team has identified each check completed and cross referenced with those that have attended safeguarding training relevant to the role.

By undertaking this exercise we have identified that there are a significant number of people that have still to complete their online Basic Awareness training. Parish Safeguarding Officers have been asked to encourage people who need to complete the online training. However, not taking C0 into account 53.5%

of those who have a DBS check relevant to their role have completed the training that is required for their role.

Parish Safeguarding Officers are being informed of the information held in respect of their Parish and asked to cross check with their own records this is further improving the data held by the Diocese Safeguarding Team.

Training Feedback

Anyone who attends a training course provided by the Diocese of Bristol is asked to provide feedback. This includes safeguarding training. The regional safeguarding trainers group has been asked to look at how we might better review the impact of training on the practice of those that have attended.

DBS and Safer Recruitment

Any role in a Parish that is eligible for a Disclosure and Barring Service Check should have one. Every Parish has access to the DBS system provided by Thirty One : Eight, either directly or in a small number of cases through the Diocese Safeguarding Team.

All clergy and those that hold a licence are required to have a current DBS check that is renewed every five years.

PARISH REGISTRATION WITH THIRTY ONE: EIGHT TO PROCESS DBS CHECKS

At present every parish is either registered or has access to be able to complete DBS checks.

| Deanery | Total Parishes/ Benefices or groups | 2017: Parishes signed up with CCPAS | 2018: Parishes signed up with CCPAS or other | |
|--------------------------|-------------------------------------|-------------------------------------|--|------------|
| Bristol South | 20 | 20 | 20 | 100% |
| Bristol West | 19 | 19 | 20 | 100% |
| Bristol City | 26 | 24 | 20 | 96% |
| Chippenham | 16 | 16 | 16 | 100% |
| Kingswood & South Gos | 25 | 25 | 25 | 100% |
| North Wiltshire (Groups) | 6 | 6 | 6 | 100% |
| Swindon | 22 | 19 | 19 | 86% |
| Totals | 134 | 131 | 132 | 96% |

Two parishes that are LEPs use the Methodist or another denomination system for DBS checks.

DBS – NOT CLEAR

Eleven DBS disclosures have been returned with the outcome 'Please wait to view applicant certificate' indicating that there is relevant information on the certificate. Of these, all have been seen and risk assessments have been completed. Five required a face to face meeting with the PSO and Safeguarding Team as the offences were for violence. Six indicated offences that were not safeguarding related and advice was sought primarily with regards to financial issues. One offence was in relation to a DBS check that was requested in error as the role was not eligible.

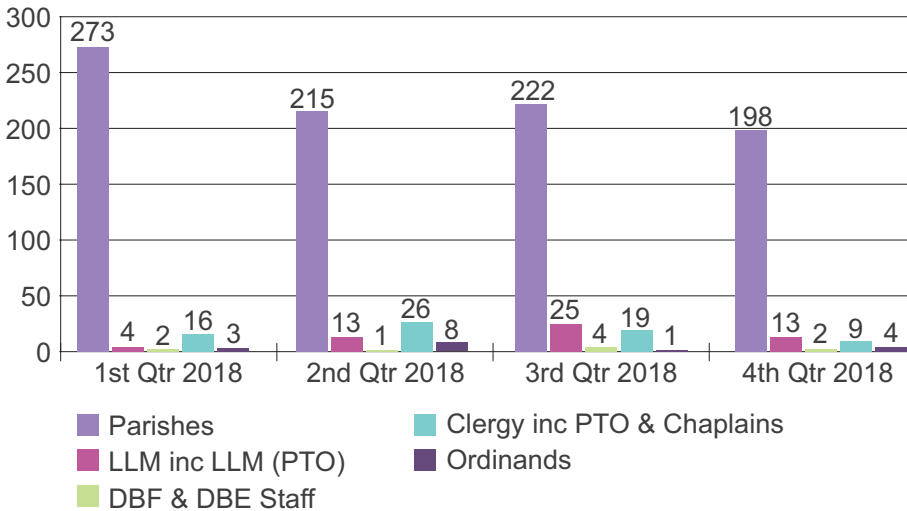
Outstanding DBS checks 2018

| Period | | Clergy inc PTO | LLM inc (PTO) | BDBF Staff | PSOs |
|---------|------------------------------------|----------------|---------------|------------|-------|
| Q3 2017 | Total number in role | 365 | 203 | 24 | 193 |
| | Total number of outstanding checks | 2 | 2 | 0 | 49 |
| | % outstanding checks | 0.56% | 1% | 0% | 25.4% |
| Q4 2017 | Total number in role | 365 | 207 | 24 | 188 |
| | Total number of outstanding checks | 4 | 3 | 0 | 47 |
| | % outstanding checks | 1.1% | 1.4% | 0% | 25% |
| Q1 2018 | Total number in role | 352 | 203 | 20 | 188 |
| | Total number of outstanding checks | 3 | 9 | 0 | 45 |
| | % outstanding checks | 0.85% | 4.4% | 0% | 24% |
| Q2 2018 | Total number in role | 350 | 198 | 21 | 193 |
| | Total number of outstanding checks | 3 | 14 | 0 | 56 |
| | % outstanding checks | 0.85% | 7% | 0% | 29% |
| Q3 2018 | Total number in role | 346 | 204 | 19 | 205 |
| | Total number of outstanding checks | 2 | 7 | 1 | 58 |
| | % expired checks | 0.58% | 1.49% | 5% | 24% |

The number of Parish Safeguarding Officers that are due a DBS check remains higher than is desirable. There is a turnover rate of around 15% year on year during both 2017 and 2018 of Parish Safeguarding Officers which is in part linked to the still high number.

NUMBER OF DBS APPLICATIONS COMPLETED IN 2018

1,058 DBS applications were recorded as being processed in 2018 compared to 976 in 2017. This amounts to an increase of 8.4%. The largest proportion of DBS checks undertaken, 283, is for PCC Members who are Trustees. Expired DBS checks for clergy are an exception and actively pursued: Clergy and Lay Minister Licenses are suspended if required.



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 now completed an audit of each Diocese in England. The Audit scheme largely follows a section 11⁴ style audit and involves an onsite visit over three days by two SCIE auditors. The Diocese of Bristol received an audit visit in February 2017. A final report of the findings and themes from all of the audits is expected during 2019.

The Audit report for the Diocese of Bristol is available here: www.bristol.anglican.org/documents/scie-safeguarding-audit-report-diocese-bristol-2017

During 2018 the DSSG has continued to oversee the implementation of a safeguarding Improvement plan.

Annual Self Evaluation

The Church of England issued the annual Diocese self assessment of Safeguarding Arrangements to cover the year 2017. A submission was provided to the National Safeguarding Team as required before the deadline of 31 July 2018.

Past Cases Review

An independent scrutiny team appointed to review the Past Case Reviews completed by Dioceses in 2007-2009 has published its report during 2018. A key recommendation of the report is that further work is needed to provide assurance that

⁴ S.11 Children Act 2004

everything that should have been addressed or reported to the relevant authorities has been done. The National Safeguarding Steering Group has agreed to implement further review of past cases addressing the deficiencies in the previous review. Guidance on the scope of the review and its implementation will be issued to Dioceses in 2019. The Risk Management Group established by the DSSG will project manage the Past Case Review 2 on behalf of the DSSG during 2019/2020.

DIOCESE

Parish Safeguarding Audit

The Fourth annual Parish Safeguarding Audit was issued to Parishes in November 2017. Previously Parishes have been given a brief period within which to submit a return. However, a gradually declining submission rate over the preceding three years has been identified. Therefore the audit has been revised and a more flexible response period introduced. Further changes include an expectation that the audit is completed as a collaborative process by the PCC rather than a task that is often left to the PSO to complete. Also questions in the audit have supplementary follow up questions asking parishes to consider how they can evidence that they have met a required standard in the audit.

Questions within the Audit are in the following Categories:

- Parish Safeguarding Policy
- Parish Safeguarding Officers
- Record Storage
- Safeguarding Training
- Safer Recruitment
- Safeguarding Responsibilities
- Activities

The majority of questions are repeated from previous years.

A report was presented to the DSSG in April 2018 based on submissions received up to that date. Below is a final summary of submissions received by Deanery.

| Deanery | | Returns 2017 | Parishes/ Groups/ Benefices | Returns 2016 | Combined over 2 years |
|---------|-----------------------------------|--------------|-----------------------------------|--------------|-----------------------|
| 51 | Bristol South | 10 | 18 | 11 | 13 (--) |
| 52 | Bristol West | 11 | 19 (1 BMO) | 12 | 18 (--) |
| 53 | Bristol City | 17 | 25 (2 BMO) | 15 | 23 (--) |
| 54 | Chippenham | 20 | 24 | 14 | 23 (--) |
| 55 | Kingswood & South Gloucestershire | 15 | 25 | 12 | 20 (--) |
| 56 | North Wiltshire | 17 | 31 | 17 | 23 (--) |
| 57 | Swindon | 11 | 23 | 11 | 15 (--) |

The audit for 2018 will be issued in January 2019 and additional questions regarding provision of safeguarding information on the Parish website and use of safeguarding resources will be included.

A number of Parishes have not submitted an audit return covering the last two years. The leadership within these parishes will be notified directly that they are expected to complete a submission during 2019.

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 require a degree of intervention by the Diocese Safeguarding Team. During 2018 other types of queries e.g. recruitment/DBS, policy, training, signposting to services for parishioners, are now recorded by parish/ enquirer by the DST and reported to the DSSG.

| Number and type of concern | Concerns about children - existing | Concerns about children - new in 2018 | Concerns reported to statutory authorities relating to children in 2017 |
|--|------------------------------------|---------------------------------------|---|
| Physical | 3 | 1 | - |
| Sexual including abusive images/ sexual exploitation | 29 | 19 | 5 |
| Neglect | - | 4 | - |
| Emotional/ Psychological | - | - | - |
| Domestic | - | 6 | - |
| Financial/Material | - | - | - |
| Spiritual | - | 1 | - |
| Discriminatory | - | - | - |
| Other | 1 | 5 | 1 |
| Total | 34 | 36 | 6 |

23 new cases were recorded in 2018, 17 of which remained open cases at the end of 2018. 44 cases remain open from previous years a number of these are historic and have outstanding actions that require attention before they can be closed or are ongoing cases requiring monitoring and support.

| Concerns about adults - existing | Concerns about adults - new in 2018 | Concerns about adults - non recent | Concerns about adults reported to statutory authorities in 2018 |
|--|---|--|---|
| 1 | 3 | - | - |
| 5 | 16 | 8 | 4 |
| - | 4 | - | - |
| 2 | 2 | - | - |
| 2 | 7 | - | - |
| 2 | 4 | 1 | - |
| - | - | - | - |
| - | 1 | - | - |
| - | 22 | - | - |
| 13 | 59 | 9 | 4 |

Comparison with 2017

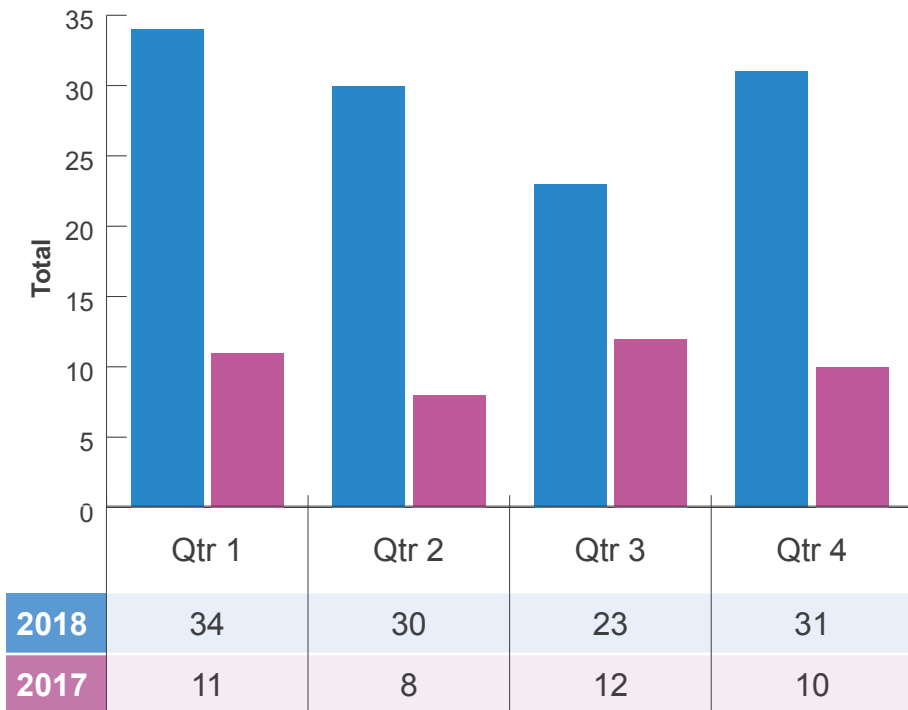
2017 23 adult cases and 24 consultations for advice

2018 11 adult cases and 55 consultations for advice
(8 additional queries unrelated to an individual or person)

2017 21 children's cases and 27 consultations for advice

2018 12 children's cases and 43 consultations for advice

New referrals 2018



The volume of new referrals over the year remains balanced across the year. Consultations for advice are more consistently recorded and occur when no identifying information is provided regarding those involved and concerns do not relate to a church officer, therefore a 'case file' is not opened. Advice may also be sought regarding practice within a parish or group.

Safeguarding 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 2018, there are 27 agreements in place involving 19 individuals (some having multiple agreements due to being involved in various activities across parishes e.g. bell ringing). Four agreements are new within the year. Two agreements are pending or in process awaiting decisions and action by other parties or the individual themselves. Three agreements are now on hold as the individual is not currently attending the church or are in prison.

All agreements that have been due for review during 2018 have been reviewed and have an updated risk assessment or the risk assessment (and update) is in process at year end.

Revised guidance *Responding to, assessing and managing safeguarding concerns or allegations against church officers, 2017 was issued in October 2017*. Revisions have been made to the Diocese 'Allegations Management Procedure' and Ministering to persons who pose a risk of harm to children and adults at risk of abuse' which have now been implemented.

Budget

| Description | 2017 Actual £ | 2018 Budget £ | 2018 Spend £ |
|-------------------------------|------------------|------------------|-----------------|
| DBS Disclosure Costs | 10,971 | 14,500 | 11,822 |
| Safeguarding risk assessments | 2,400 | 4,55 | 0 |
| Safeguarding training | 4,194 | 5,000 | 5,359 |
| DSA & DSSG working expenses | 2,912 | 3,500 | 5,056 |
| Total | 20,477 | 27,500 | 22,238 |

Supporting Safeguarding

On 18 June 2018, the Diocese held a service presided at by the Bishop of Swindon the Right Reverend Lee Rayfield at which Brenda Munden, LLM and PSO, preached, at Christ Church in Swindon. Revd. Canon Simon Stevenette, Vicar at Christ Church, hosted the service. The aim was to hold 'a service to recognise the centrality of safeguarding in our churches and in the community'. In addition, the service was an opportunity to thank those in our Parishes such as Parish Safeguarding Officers and Churchwardens who work tirelessly to ensure that our churches are as safe an environment as can be.



Glossary

| | |
|--------------|--|
| BDBF | Bristol Diocese Board of Finance Ltd |
| CCPAS | Churches Child Protection Advisory Service |
| DBE | Diocese Board of Education |
| DBS | Disclosure and Barring Service |
| DSA | Diocesan Safeguarding Adviser |
| DSO | District Safeguarding Officer (Methodist Church) |
| DSSG | Diocese Safeguarding Steering Group |
| DST | Diocese Safeguarding Team |
| IICSA | Independent Inquiry into Child Sexual Abuse |
| LADO | Local Authority Designated Officer |
| LEP | Local Ecumenical Partnership |
| LLM | Licensed Lay Minister |
| PCC | Parochial Church Council |
| PSO | Parish Safeguarding Officer |
| PTO | Permission to Officiate |
| SCIE | Social Care Institute of Excellence |
| TDO | Training and Development Officer |



Diocese of Bristol
Creating connections

Diocesan Office, First Floor, Hillside House, 1500 Parkway North, Stoke Gifford, Bristol BS34 8YU
0117 906 0100 | www.bristol.anglican.org

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