Diocese of Bristol

Safeguarding Annual Report 2019

Welcome

I welcome this report and all the work it represents. But I begin with a note of sadness. Mal Munday, who stepped in as Chair of the Diocesan Safeguarding Steering Group for 2019, resigned in January 2020 and died in March. Mal was a person of professionalism, care and generosity, for whom safeguarding was an outworking of profound Christian faith. We are grateful for his leadership, not least through his days of ill-health. I am also grateful to each of the members of the Diocesan Safeguarding Steering Group (DSSG) during this year of transition, for their time, expertise and wisdom.

In 2020, we look forward to the arrival of Dr Andrew Wills as the new independent chair of the DSSG. Andy is a qualified social worker with wide experience in children and families, criminal justice social work, mental health, and older adults, in conjunction with other agencies such as NHS mental health teams, and education. He has research interests in these fields and is based at the University of Plymouth. I am grateful that we have a skilled chair to ensure our accountability.

In 2019, a Risk Management Group and Past Cases Review 2 (PCR2) Reference Group were established. The work of PCR2 has been delayed because of the COVID-19 lockdown.

We plan to begin to use the Parish Safeguarding Dashboard as a development in our support of parishes in their safeguarding work. I am very grateful for the ongoing work of parishes, particularly church officers and clergy in their championship of this work.

Rt. Revd. Vivienne Faull,
Bishop of Bristol

Contents

Diocesan Safeguarding Steering Group (DSSG)

The DSSG has been established since April 2014 following a review of safeguarding arrangements within the Diocese undertaken by Barnardo's in 2013. Meetings have occurred quarterly through 2019.

The Diocese of Bristol commissioned Barnardo's to conduct a review of safeguarding arrangements within the Diocese in 2013. One of the outcomes from the review was that the DSSG was established in 2014. Meetings have be held quarterly during 2019.

The DSSG meetings oversee all safeguarding activity within the Diocese. There are standing agenda items which include national updates, information regarding Independent Inquiry into Child Sexual Abuse (IICSA), the Past Case Review 2, performance metrics and the Strategic Safeguarding Improvement Plan (which outlines the development work of the Diocesan Safeguarding Team (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.

Membership

Representation from external organisations has been sought during 2018.

The Independent Chair of the DSSG, Justin Humphreys resigned in January 2019. Mal Munday was able to continue to support the Diocese and DSSG as Interim Chair whilst a permanent replacement was sought. Dr Andrew Wills was appointed in 2020.

As at December 2019 the membership of the DSSG is as follows:

Name	Role
Vacant	Independent Chair
Mal Munday	Vice Chair (and Interim Chair pending recruitment)
Oliver Home	Diocesan Secretary
Revd Canon Prof Martin Gainsborough	Bishop's Chaplain
Ven Neil Warwick	Archdeacon of Bristol
Chris Priddy	Head of Parish and External Relations
Olive Gascoigne	Parish Safeguarding Officer

Name	Role
Jan Coombes	Parish Safeguarding Officer
David Cain	Parish Officer
Revd Canon Raymond Adams	Chair of House of Clergy
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
Katheryn Caithness	*Safeguarding Co-ordinator (Notetaker)*
Adam Bond	*Diocesan Safeguarding Adviser*
Helen Styles	*Safeguarding Training and Development Officer*

Diocesan Safeguarding Steering Group Attendance 2019

Name	22 January	23 April	17 July	15 October
Justin Humphreys	✔	-	-	-
Mal Munday	✔	✔	✔	A
Oliver Home	✔	✔	✔	✔
Revd Canon Prof Martin Gainsborough	✔	✔	✔	✔
Ven Neil Warwick	-	-	-	✔
Ven. Michael Johnson	A	A	✔	-
David Cain	✔	✔	A	A
Chris Priddy	✔	✔	✔	✔
Olive Gascoigne	✔	A	✔	A
Jan Coombes	✔	✔	✔	✔
Rev Canon Raymond Adams	A	✔	✔	A
Wendy Matthews	A	✔		✔
Roland Callaby	✔	✔	✔	✔
Ben Evans	✔	✔	✔	A
Inspector Paul Bolton-Jones	A	A	A	A
Nicola Laird	✔	A	✔	✔
Revd. Chris North	✔	✔	A	✔
*Adam Bond**	✔	✔	✔	✔
*Katheryn Caithness**	✔	✔	✔	A
*Helen Styles**	✔	✔	✔	✔

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

-       Attendance not required; **A**   Apologies received; ✔   attended

Safeguarding Staffing

2019 has seen stability in the Diocesan Safeguarding Team with no changes in our staffing.

Diocese:

| Adam Bond, Diocesan Safeguarding Adviser (DSA) | Helen Styles, Diocesan Safeguarding Training and Development Officer | Nick Papuca, Safeguarding Caseworker | Katheryn Caithness, 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 Bosher, Sara Wadsworth, Clare Waggett, Fran Clarke, Liz Leama and Karen Wilmot have continued to support the delivery of safeguarding training across the Diocese this year and have been joined by Tori Silletti, Tom Morgan and Beverley Hodgson.

An Authorised Listening service is available to anyone who would like to speak to someone regarding their own experience of abuse.

David Niven, 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 has been revised to reflect changes and developments through 2019 but reflects the priorities in the strategic improvement plan 2017-2020.

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 being updated to require parishes to use register and make use of the new Safeguarding Dashboard.

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 2019, 41 parishes were engaged in the scheme. 14 have been awarded Bronze level, 4 Silver level, with 27 parishes currently working towards Bronze level.

Inductions: One-to-one Safeguarding Inductions for Clergy and BDBF Advisers/ Officers were continued during 2019. Four new incumbent status clergy, the two new archdeacons and head of Ministry Development have received one-to-one inductions with the Diocesan Safeguarding Adviser during 2019.

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 how each organisation 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 thirtyone:eight to enable individuals from Parishes to access thirtyone: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 201.

Regional

South West Ecumenical Safeguarding Forum: 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: A network for safeguarding trainers in Church of England dioceses in the South West. The group has established itself and meets quarterly to provide support and share good practice across the region.

South West Independent Chairs (SWItCH): The Independent Chairs meet quarterly to share good practice and provide support. They also meet with regional DSAs once a year.

National

Anglican Methodist Safeguarding Group: The Group 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.

Independent Inquiry into Child Sexual Abuse (IICSA): Following the two hearings held regarding case studies relating to the Diocese of Chichester and the case of Peter Ball (former Bishop of Gloucester). A further hearing was held in 2019 regarding safeguarding in the church in general. A report is expected to be published by IICSA in 2020. 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.

Past Case Review 2: During 2019, a National Past Case Review 2 has been initiated in every Diocese in England. Guidance was issued to all Dioceses during 2018 and the DSSG has established a PCR2 reference group via the Risk Management Subgroup to oversee the implementation of the Past Case review which, prior to Covid 19, was expected to be completed during 2020.

Policy and Procedures

Diocese

No new policies or procedures have been issued at a Diocesan level. Parishes have been provided with copies of the Parish safeguarding Handbook1 and other materials to assist them[2]

National

New guidance has been issued this year: [Safer Environment and Activities (2019)](#)

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)

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[1] https://www.churchofengland.org/sites/default/files/2019-03/Parish%20Safeguarding%20Handbook%20March%202019.pdf

[2] https://www.bristol.anglican.org/Safeguarding-resources-Parishes/

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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. During 2019 the Framework has been revised and a new Safeguarding Training Strategy 3 has been adopted by the DSSG to reflect this. The new strategy and course structure will be implemented in January 2020.

Safeguarding Training Courses

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

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

C1- Safeguarding Foundation 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 Trust.[4]

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[3] https://www.bristol.anglican.org/documents/diocese-bristol-safegaurding-training-strategy-2020-2023/

[4] https://www.suzylamplugh.org/train-the-trainer-bespoke

Online training

The online training provision comprises C0 Basic Awareness and C1 Safeguarding Foundation. The DSSG 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.

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

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 2019 there were 208 Parish Safeguarding Officers in post across the Diocese. There is a 12% turnover rate of Parish Safeguarding Officers year on year through 2019 this has had an impact on training data. There was a clear and significant improvement in the training of Parish Safeguarding Officers in 2018 this has stabilised during 2019.

Course	Completed training		
	December 2018	December 2019	Change(+/-)
PSO Induction	69 (35%)	66 (32%)	-4%
C1 Foundation	142 (73%)	142 (69%)	-
C2 Leadership	135 (67%)	121 (58%)	-10%
C1 and C2	110 (57%)	113 (55%)	+3%

Efforts to improve the numbers of Parish Safeguarding Officers that have received the required training for their role will continue into 2020.Those that have yet to attend any training have been contacted individually by the Diocesan Safeguarding Adviser by phone and email.

Training delivered in 2019

Course	Led By	Number of courses	Cancelled	Participants (avg. per course)
C0: Online Safeguarding	Online/ Face to Face	420*	-	420
C1:Foundation	Online/TDO/Vol. Trainer	164*/ 38	3	164/544 (14)
C2: Leadership	TDO/DSA	19	1	250 (13)
C3: Clergy	TDO/DSA	1	-	19 (19)
C4: Senior Leadership	NST	-	-	-
C5: Safeguarding Refresher	TDO/ Vol. Trainer	26	2	323 (12)
S1: Safer recruitment	TDO	4	1	44 (11)
S3: Domestic Abuse	TDO	4	2	39 (10)
PSO Induction	TDO/DSA	2		9 (4)
PSO Forum	TDO/DSA			
Personal Safety	TDO	1	4	19 (19)
Total		**95**	**11**	**1831**

*Online

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.

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 is reviewing 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 completed prior to a person being appointed to a role. 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 5 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. Where a Parish is part of an LEP this may be through another denomination.

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.
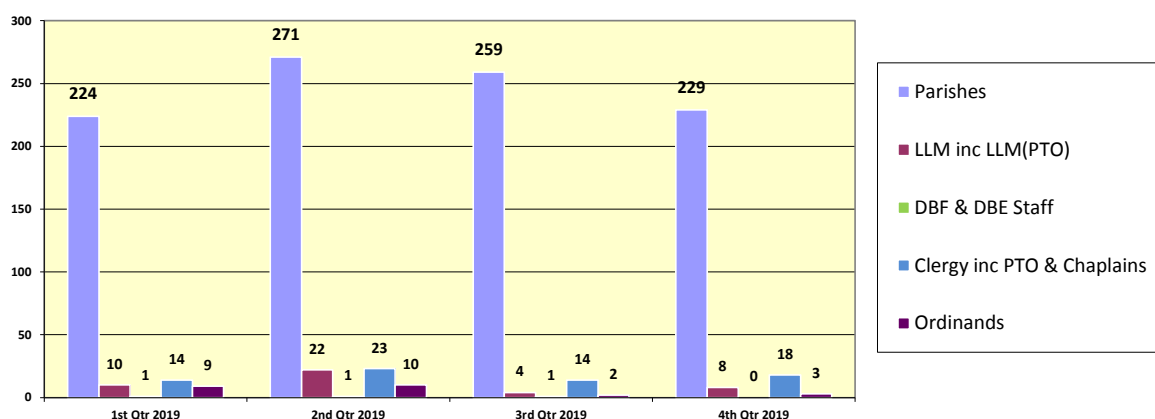
Outstanding DBS checks 2019

Period		Clergy inc PTO	LLM inc (PTO)	BDBF Staff	PSOs	Church wardens
Q4 2018	Total number in role	356	203	24	193	
	Total number of outstanding checks	2	2	0	49	
	% outstanding checks	0.56%	1%	0%	25.4%	
Q1 2019	Total number in role	337	199	23	196	
	Total number of outstanding checks	1	2	0	41	
	% outstanding checks	0.29%	1%	0	20.1%	
Q2 2019	Total number in role	348	192	23	203	
	Total number of outstanding checks	0	0	0	28	
	% outstanding checks	0	0	0	13.8%	
Q3 2019	Total number in role	365	197	22	206	251
	Total number of outstanding checks	0	4	0	29	29
	% outstanding checks	0	2%	0	14%	11.5%
Q4 2019	Total number in role	359	195	22	208	255
	Total number of outstanding checks	0	1	0	34	20
	% expired checks	0	0.5%	0	16%	7.8%

The number of Parish Safeguarding Officers that are due a DBS check remains higher than is desirable. There is a turnover rate of around 12% year on year during both 19 of Parish safeguarding officers which is in part linked to the still high number.

During 2019 it was identified that the number of Church Wardens lacking a DBS check was unacceptably high. The Archdeacons office has contacted all Churchwardens and incumbent clergy and provided a deadline of the end of October to address the shortfall. Progress is now reported quarterly to the DSSG (see above).

Number of DBS Checks completed in 2019

1,123 DBS applications were recorded as being processed in 2019 compared to 1058 in 2018. This amounts to an increase of 6.1%. The largest proportion of DBS checks undertaken, 441, is for Volunteer Children's Workers, followed by PCC Members (Trustees), 208; Volunteer Youth Workers, 97; Churchwardens, 71; Clergy, 46 and Licensed Lay Ministers 44 . Expired DBS checks for clergy are an exception and actively pursued: Clergy and Lay Minister Licenses are suspended if a DBS check is not applied for the required timescale.

Quality Assurance

National

Annual Self Evaluation

The Church of England issued the annual Diocese self assessment of Safeguarding Arrangements to cover the year 2018. A submission was provided to the National Safeguarding Team as required before the deadline of 31 July 2019.

Past Cases Review 2

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 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. The Risk Management Group established by the DSSG will project manage the Past Case Review 2 on behalf of the DSSG during 2019/2020.

The Past Case Review 2 Guidance was issued in the summer of 2019. The Diocesan Safeguarding Team is planning to commence the Past Case Review process in 2020.

Diocese

Parish Safeguarding Audit

The annual Parish Safeguarding Audit for 2018 was issued in January 2019.

Questions within the Audit are in the following Categories:

- Parish Safeguarding Policy;
- Parish Safeguarding Officers;
- Record Storage;
- Safeguarding Training;
- Safer Recruitment;
- Safeguarding Responsibilities;
- Activities;
- Safeguarding information;
- Use of Safeguarding resources

This is the last Standalone Parish Safeguarding Audit and from January 2020 it will be replaced by the use of the Parish Safeguarding Dashboard.

Audit responses received in 2019

	Q1 2019	Q2 2019	Q3 2019	Q4 2019
Total number churches / parishes / BMOs	170	170	176	176
Number of 2017 returns (at 30.9.18)	101	101	105	105
Number of 2018 returns (at 31.12.19)	31	40	72	79
Number of parishes returning audit for 2017 OR 2018	87	119	135	136
Number of parishes returning audit for 2017 AND 2018	21	30	42	42
Number of parishes NOT returning audit for 2017 or 2018	53		41	41

A number of Parishes have not submitted an audit return covering the last 2 years.

The DSSG have decided to end the current Parish Safeguarding Audit process and have adopted the Parish Safeguarding Dashboards developed by colleagues in Coventry Diocese. This will be launched in January 2020 and all Parishes are expected to be register by Easter 2020.

Safeguarding information on Parish Websites

During May 2019 the Diocesan Safeguarding Team audited the provision of safeguarding information on Parish websites and provided information to parishes about how to improve their website information. The initial information identified generally poor adherence to the requirements to provide easily accessible safeguarding information prominently on a Parish/ Church website.
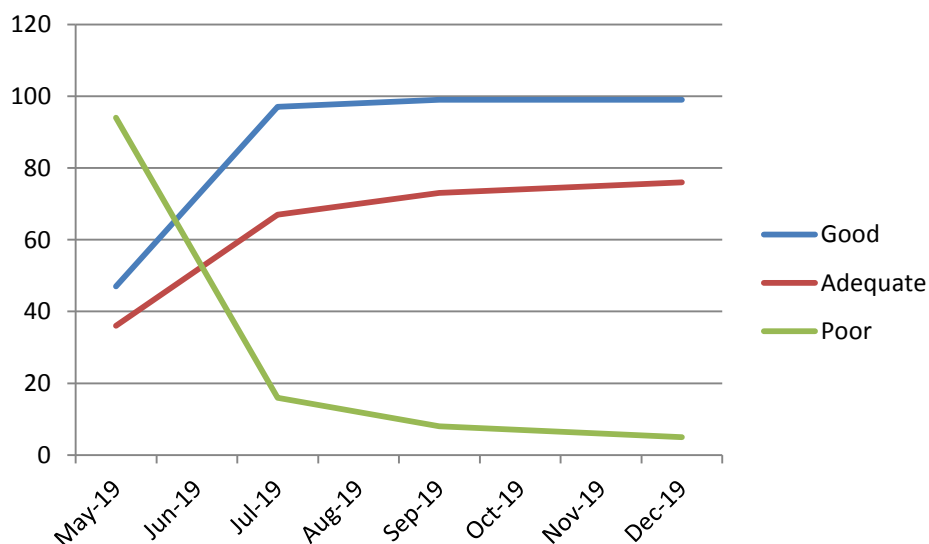
Each Parish/Church were categorised as being good, adequate or poor.

Good: all relevant information is easily accessible from the front page of the website, including safeguarding statement, details of PSO and how to contact as well as a copy of the parish safeguarding policy.

Adequate: all relevant information is accessible but not immediately obvious (in a drop down menu or at bottom of page); some information out of date.

Poor: information is not on the website in any way or is entirely inadequate, inaccessible or significantly out of date.

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	May-19	**Jul-19**	**Sep-19**	**Dec-19**
Good	47	97	99	99
Adequate	36	67	73	76
Poor	94	16	8	5

Of those that are still considered to be poor there are measures in hand to address the situation.

The DSSG have decided to end the current Parish Safeguarding Audit process and have adopted the Parish Safeguarding Dashboards developed by colleagues in Coventry Diocese. This will be launched in January 2020 and all Parishes are expected to be register by Easter 2020.

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 2019 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.

35 new cases were recorded in 2019, 29 of which remained open cases at the end of 2019. 54 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.
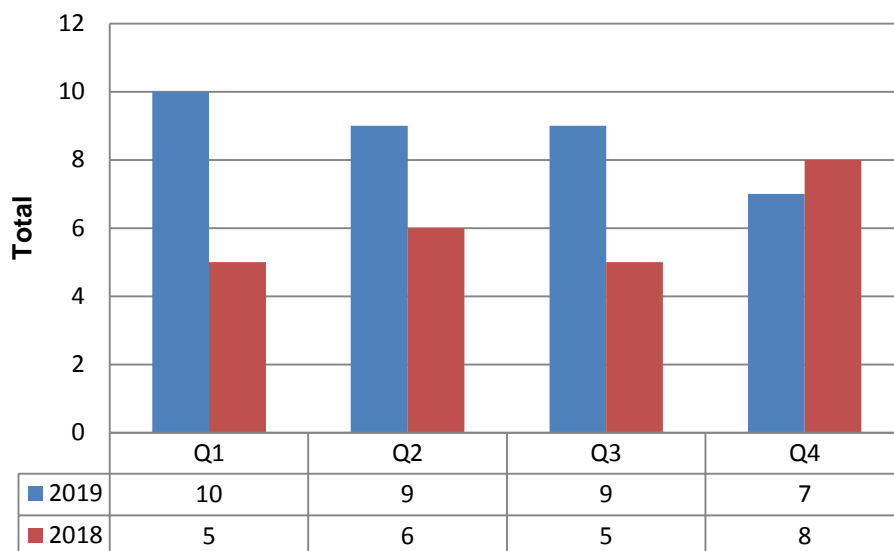
New cases recorded and enquiries made

Number and type of concern	Concerns about risk to children - existing	Concerns about risk to children - new in 2019	Concerns reported to statutory authorities relating to children in 2019	Concerns about risk to adults - existing	Concerns about risk to adults - New in 2019	Concerns about adults - Non recent	Concerns about adults reported to statutory authorities in 2018
Physical	3	5	3	-	-	-	2
Sexual including abusive images/ sexual exploitation	32	15	6	10	3	3	7
Neglect	-	-	-	-	-	-	-
Emotional/ Psychological	-	1	1	1	-	-	1
Domestic	-	3	-	4	2	-	-
Financial/Material	-	-	-	1	1	1	-
Spiritual	-	-	-	1	-	1	-
Discriminatory	-	-	-	-	-	-	-
Other	2	5	1	-	-	-	1
Total	37	25	11	17	6	5	11

Some cases are counted as risk to adult and risk to children so will be double counted in the table

Comparison with 2018

2018	11 adult cases and 55 consultations for advice
2019	16 adult cases and 38 consultations for advice (8 additional queries unrelated to an individual or person)
2018	12 children's cases and 43 consultations for advice
2019	25 children's cases and 37 consultations for advice

	Q1	Q2	Q3	Q4
2019	10	9	9	7
2018	5	6	5	8

New referrals 2019

The volume of new referrals over the year remains balanced. 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 ensue that the agreement fully meets the risk posed and that the individual is provided with the necessary support.

As at December 2019, 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.

Budget

Description	2018 Actual	2019 Budget	2019 Actual Spend	Variance
	£	£	£	
DBS Disclosure Costs	11,822	12,500	13,092	-592
Safeguarding risk assessments	0	4,500	887	3,614
Safeguarding training	5,359	5,500	2,808	2,692
Safeguarding resources	-	1,500	1,301	199
DSA & DSSG working expenses	5,056	3,500	4,725	-1,225
Totals	**22,238**	**27,500**	**22,812**	**4,688**

Diocese of Bristol Safeguarding Annual Report 2019

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

PCR2 - Past Case Review 2

PSO - Parish Safeguarding Officer

PTO - Permission to Officiate

SCIE - Social Care Institute of Excellence

TDO - Training and Development Officer