



THE CHURCH
OF ENGLAND



DIOCESE *of* **OXFORD**

A Christ-like Church for the sake of God's world



Amersham Deanery Synod

Promoting a Safer Church

Recent Past



- ***“Those who cannot remember the past are condemned to repeat it”***
... George Santayana.
- ❖ Safeguarding was based in the department of missions and there was no communication with the HR department.
- ❖ There was no structured and regular communication between the Safeguarding Caseworker and Lead Bishop for Safeguarding and Area Teams.
- ❖ There were limited resources dedicated to safeguarding (1 DSA on 28hrs, Admin support 8hrs , No training adviser).
- ❖ No training strategy and dedicated safeguarding page on the Diocesan website.

- ❖ SCIE (Social Care Institute for Excellence) undertook an independent audit of safeguarding arrangements within the Diocese as part of a national study across the dioceses.
- ❖ The independent inquiry into the response to child sexual abuse across a range of organisations and institutions commissioned by the government completed its first full-year of public hearings during 2017 and began preparations for new streams of investigation for 2018.
- ❖ Additional Volunteer Safeguarding Trainers were recruited to the team
- ❖ The Safeguarding Team explored and adopted a computerised casework management system, Safebase, in 2017
- ❖ High Profile cases investigated in the diocese highlighting areas of development and learning for Safeguarding. (Rev. Michael Hall, St Margaret's, Tyler's Green, Ben Fields. Maids Moreton, Tim Davies. Abingdon)- e.g., involve statutory organisations when required.

Present Day



We are on the way up, we are making significant progress towards embedding safeguarding in our culture as an organisation.

- ❖ Mindful that we do not repeat the past.
- ❖ We are continuously identifying areas of improvement and learning from them.
- ❖ We need to acknowledge our progress to date.

THANK YOU

- ❖ Anticipate new challenges and to be prepared to face them head on.

Priority 1: Excellent safeguarding practice

Ensure that structures exist to provide strong professional support to all team members and create a resilient safeguarding team

Ensure robust operational review and oversight

Build a strong learning culture in the safeguarding team with a focus on continuous improvement and embedding good practice

Priority 2: Support and engagement with survivors and respondents

Prioritise timely and person-focused support to survivors and respondents

Adopt survivor-led approaches

Priority 3: Support to Parishes

Put parish needs at the forefront of our work

Promote a culture change and preventative work

Safeguarding Team

- ❖ Grown the safeguarding team to 5.8 full time equivalent staff which includes a head of Safeguarding, 3 Area Advisers. Training Adviser and Admin support.
- ❖ Each archdeaconry now has a dedicated safeguarding advisor who bring extensive skills and experience from previous safeguarding roles.
- ❖ There is office cover 5 days a week during working hours and OOH support after hours and during weekends.
- ❖ Training Adviser dedicated to supporting training within the diocese including PSOs.

Safeguarding Team

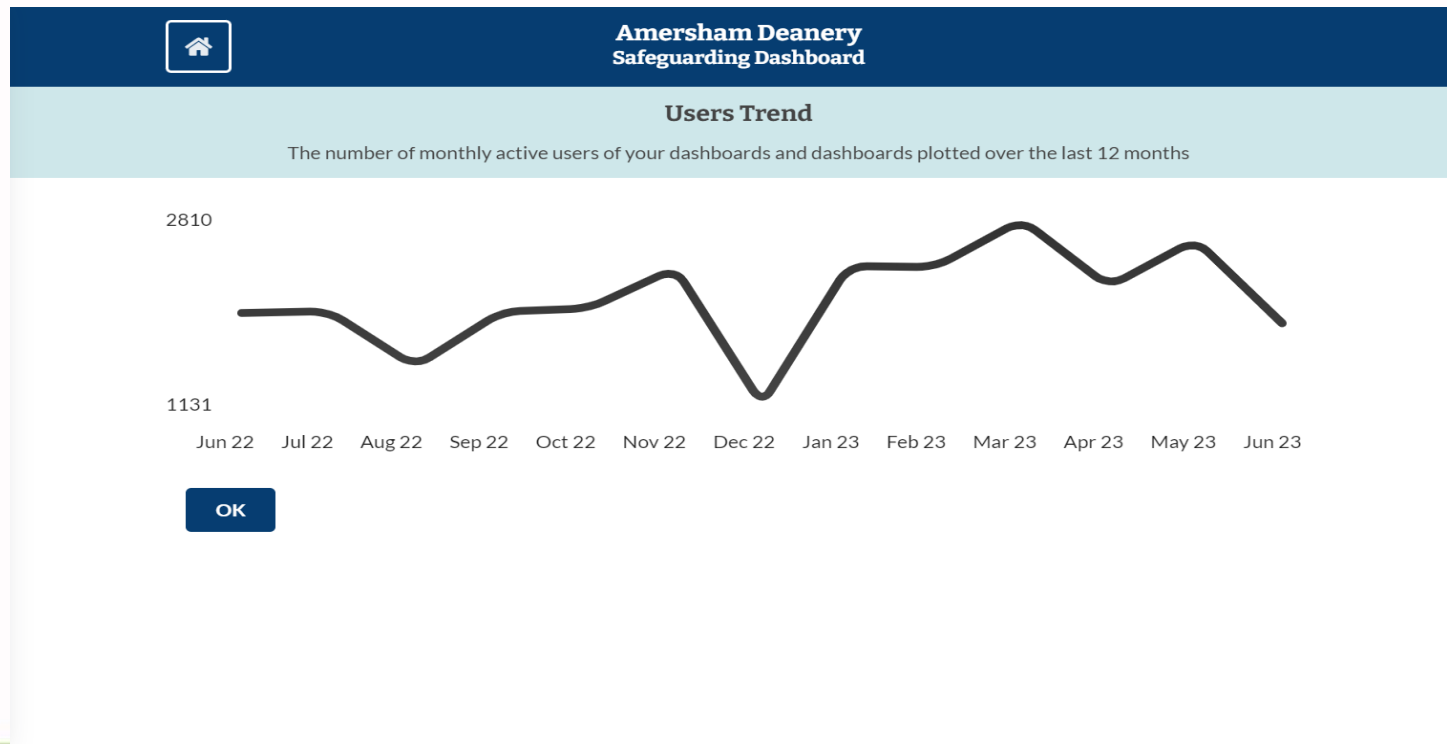
- ❖ Increased number of PSO's across the diocese who are well trained.
- ❖ We have a Diocesan Safeguarding Panel comprised of experienced professionals across the board and this includes some of our Parish Safeguarding Officers. The Panel provides additional scrutiny to our work holds the Diocese to account.
- ❖ My Concern.
- ❖ Increased Survivor engagement with the Survivor Group led Supported by Louise and Paul C.

Change in Safeguarding Culture

- ❖ Culture of continuous Learning.
- ❖ We now have Systematically trained clergy and church officers in safeguarding, including training for the senior team.
- ❖ Safer Recruitment Policies have been implemented across the Diocese.
- ❖ The safeguarding team has close working relationships with the Area teams and regular meetings to discuss safeguarding issues.
- ❖ Systems in place to support with recording within the parishes with the Dashboard and new Safeguarding Hub.
- ❖ Increased engagement with the Parishes e.g., drop-in sessions and visits to parishes.

Amersham Deanery

- ❖ **17** PSOs within the Deanery with 2 Vacant posts (Good Progress to be where we are)
- ❖ **Dashboard update:** 17 Parishes at level 1/3 with only Parishes churches with no owner or not yet using one. More than half are on L3.



Looking Ahead



- ❖ Create a healthy culture in responding to concerns and allegations.
- ❖ Gold standard service in responding and signposting.
- ❖ No longer focussing on risk and fear but taking a proactive approach and prevention.
- ❖ Proportionate Approach and balanced to safeguarding within the church .
- ❖ Increased engagement with our Parishes and Church community.
- ❖ Ongoing Training support and aim for 100% compliance with safer recruitment.
- ❖ Improved Administration and support to Parishes.
- ❖ Working with respect and towards everyone.

Any Questions?

