



THE CHURCH
OF ENGLAND

parish safeguarding



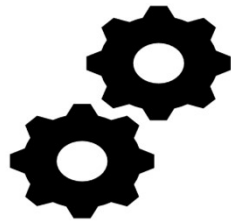
Parish Safeguarding Officer Induction

Promoting a Safer Church

AIM:

To equip learners with an understanding of the role of the Parish Safeguarding Officer and induct them into key working practices and relationships

Learning outcomes



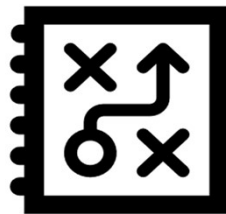
Understand



Evaluate



Identify



Create...?

Aims:

Understand the role, responsibilities and key working relationships of the PSO, including the Local Authority, DSA and PCC.

Identify a variety of approaches to raising awareness and improving safeguarding practice.

Evaluate safeguarding information reported by members of the church or community and determining an appropriate responses.

Create - out of today you may wish to create a plan or to do list for safeguarding practice in your context.

Diocesan Safeguarding Team – 01722 438 651

Safeguarding Concerns:

safeguarding@salisbury.anglican.org



Suzy Futcher

Head of Safeguarding
and Diocesan
Safeguarding Officer



**Tracie
Hancock**

Safeguarding
Caseworker



Jem Carter

Assistant Diocesan
Safeguarding Officer and
Cathedral Safeguarding
Officer



**Kirsten
Woodward**

Safeguarding
Caseworker

Safeguarding Support:

e.g. DBS, Dashboard & training
safeguarding.admin@salisbury.anglican.org



**Christine
Robinson-Yu**

Safeguarding
Support Officer



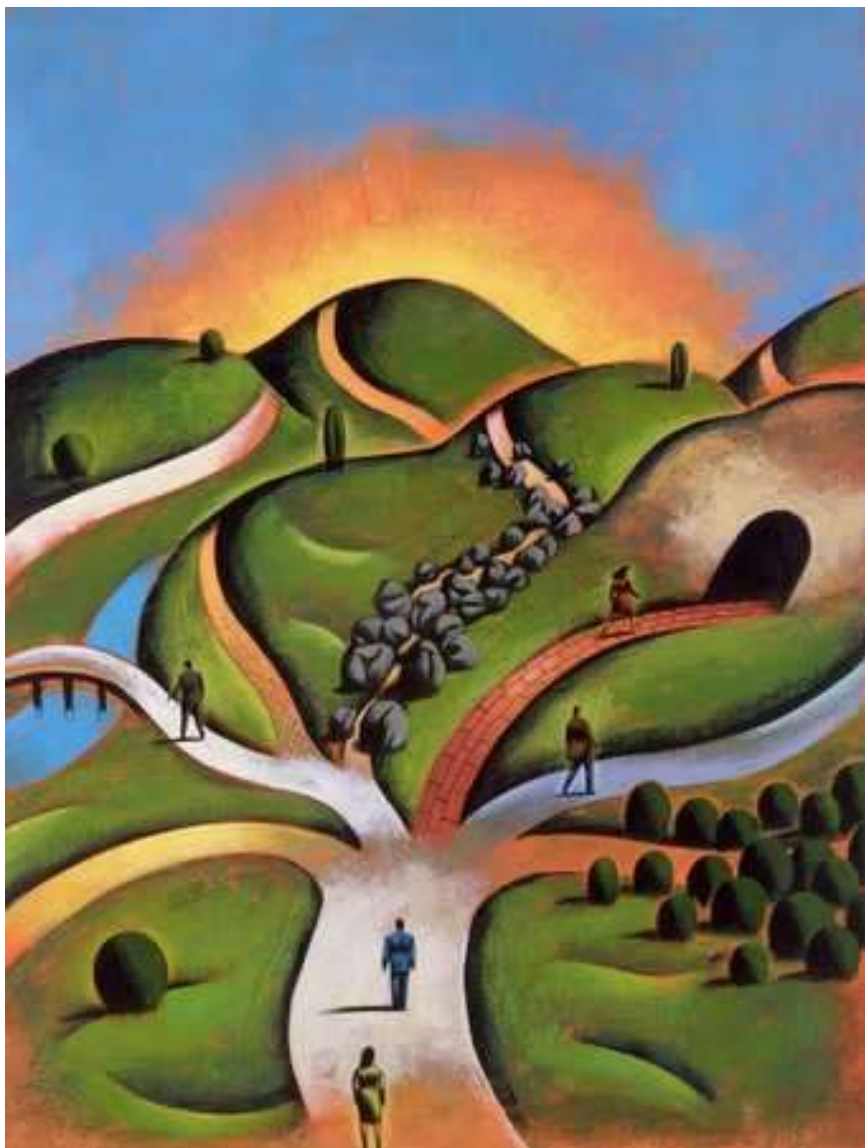
**Katie
Howlett**

Safeguarding
Administrator

Thirtyone:eight



0303 003 11 11



- **Discuss your journey to becoming a Parish Safeguarding Officer**

The role of the Parish Safeguarding Officer

Safer recruitment
Safeguarding Dashboard
Policy
DBS
Risk assessments
Respond to concerns
Training



Your tools

- Safeguarding Dashboard
- Safeguarding Hub
- Policies, guidance and procedures



**Watch video on
Safeguarding Dashboard**



Your tools

Safer Recruitment:

- Dashboard
- DBS - 31:8
- Safeguarding Hubs



Safeguarding Training:

Your tools

- Church of England training portal
- Excel spreadsheet or similar
- (Safeguarding Hubs in future)



Policies, & Guidance

- ▶ **Parish Safeguarding Handbook**
- ▶ **Safeguarding e-manual**
- ▶ Safer working environments
- ▶ Promoting a safer church handbook
- ▶ Safeguarding pocket guide
- ▶ Safeguarding poster
- ▶ Code of Safer Working Practice



Church of England Safeguarding video

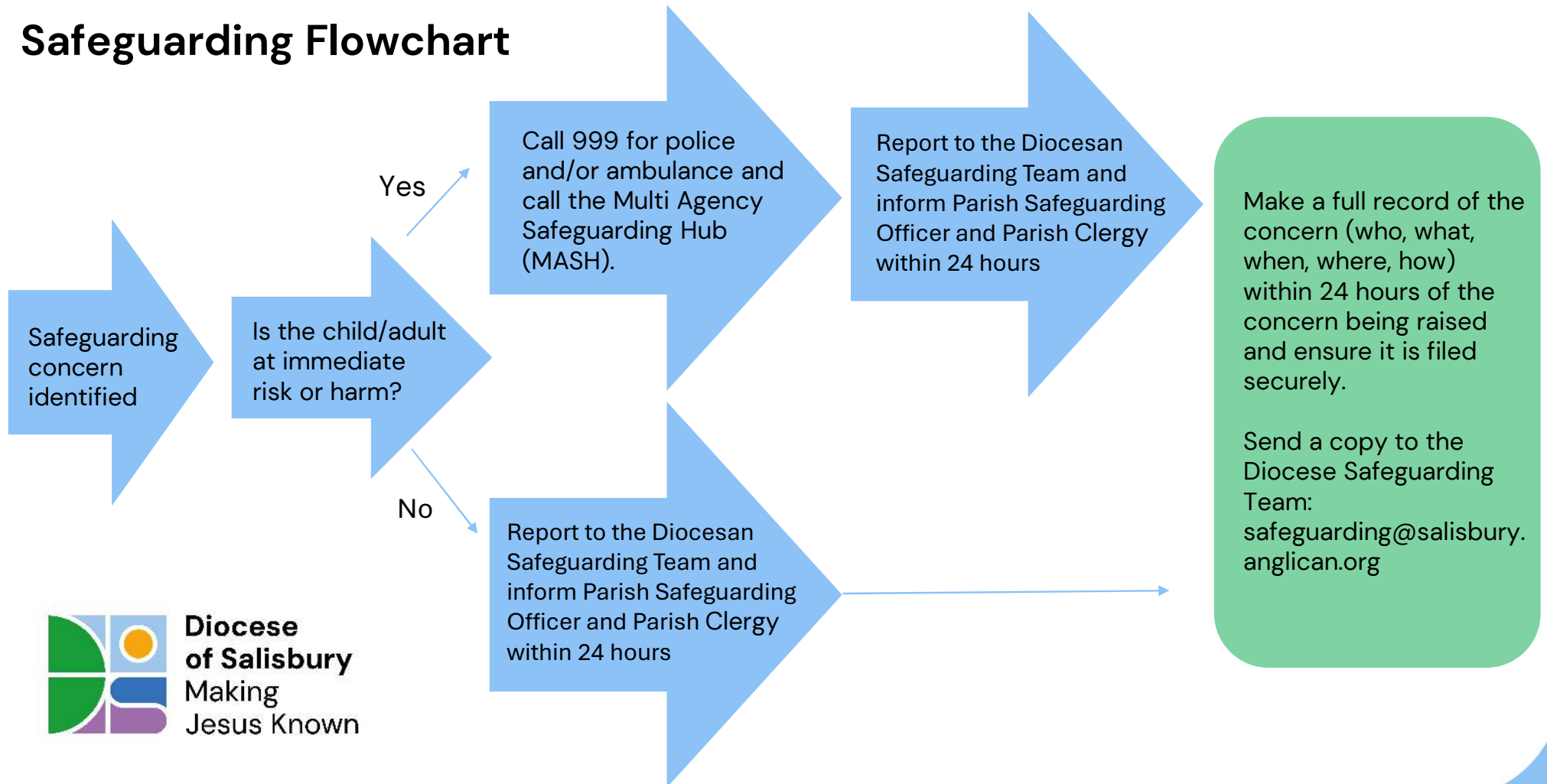
Safeguarding: Working with children and young people

Responding... Church and parish community

Part of the role of PSO is responding to safeguarding information which arises in these circumstances:

- Pastoral encounters.
- Information or observation about a child or adult at risk of harm which needs to be referred to statutory agencies.
- Information about those who pose a risk. E.g. if someone was a former offender and disclosed this to you.

Safeguarding Flowchart



**Diocese
of Salisbury**
Making
Jesus Known

What to do...?

R ECOGNISE

R ESPOND

R ECORD

R EFER

Recording - the 4 W's

Who

WAS INVOLVED? (NAME THE KEY PEOPLE)

What

HAPPENED? (FACTS, NOT OPINIONS)

When

DID IT HAPPEN? (DATE & TIME)

Who

WAS IT REFERRED TO?

REMEMBER

SIGN AND DATE YOUR REFERRAL INCLUDING THE YEAR

Child concern example video

CSE Faith Support - STOP CE -



Case study

*You have recently attended a PCC meeting to give a safeguarding update on the agenda and learned that a number of the PCC are very unhappy about the fact that they need to undertake safeguarding training. They say that it is ridiculous and that they simply will not do it. 1 particular lady (who is considered a stalwart of the church and commands a lot of respect) has just said “if she has to do any form of safeguarding training then she will simply leave her role and the church will die without volunteers“. The lady goes on to say to the other members of the PCC “I have been at this church for over 20 years and there has never been any safeguarding **things** happen !!. And what’s more there is unlikely to be any safeguarding things happen because the only time we get children is Easter and Christmas”.*

How would you respond to these concerns raised by some PCC members and how would you address this?



Is it safeguarding?

- A child at a church club is frightened to go home because he is afraid of how his dad will react to him getting a bad test result at school.

Is it safeguarding?

- A physically disabled adult is reprimanded, patronised and excluded from some church activities because of her attention-seeking behaviour.

Is it safeguarding?

- A man reports that as a child he was told in a confirmation class about hell and this terrified him, because he deduced that all his family would go to hell. His mother had a life-threatening illness at the time.

Is it safeguarding?

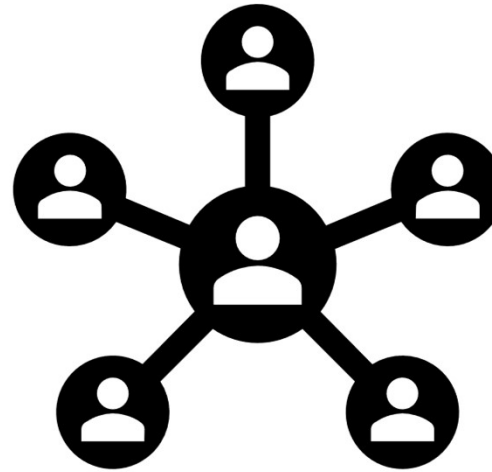
- Kirsty, a 13-year-old girl, attends the church youth club with her friends, who are chatting with each other in the church kitchen after club. They refer to Mikey, one of the young leaders aged 18, who has made them all friends on Facebook and regularly messages Kirsty. She says he has asked her out, and she can't decide whether to meet him.

Social media



Facebook, Snapchat, Instagram, Tumblr, WhatsApp

Dynamics to
be aware of



Dynamics to be aware of



The Parish Safeguarding Officer is a key leadership position in relation to safeguarding - but are not solely responsible for safeguarding in their parish. To this end their role is about positively shaping the culture of safeguarding in the parish together with other leaders.

Relationships are therefore vital - but we need to acknowledge that not all will be positive and healthy. Please be mindful of:

TOXIC relationships - where you might feel unable to challenge someone's attitude or behaviours - perhaps because of fear or anxiety as a result of how they have treated you or others in the past. In your role as PSO the safety and wellbeing of the vulnerable must be at the forefront of your actions and whilst it may be difficult you must challenge - but do so whilst also seeking support and guidance from the DSA.

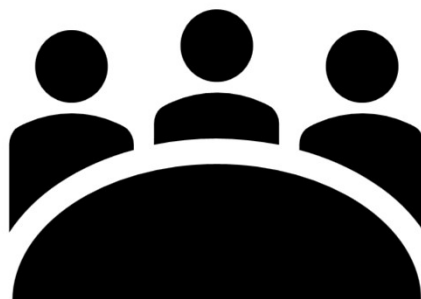
OVERLY POSITIVE relationships - perhaps you have worked alongside some of your parish colleagues for a long time, know the, well, trust them, respect them, want to protect and support them - imagine then that a victim or survivor makes an allegation against them - In your role as PSO the safety and wellbeing of the vulnerable must be at the forefront of your actions and whilst it may be difficult you must pass on the concerns to the DSA and maintain confidentiality. Reflect back on the scenarios we considered earlier - what if you knew Mikey the Youth Work Leader well, thought very highly of him, etc. - you need to act in the best interests of Kirsty no matter how hard that may be for your own personal reasons.

DEFERENCE - Giving respect or reverence to someone because of their role is a natural part of how we shape our relationships. However, we must be aware when deference can get in the way of good decision making and good safeguarding. Reflect back again on the case study we just completed, the lady raising objection is held in high esteem, she is respected for her years of commitment to the church - yet she must adhere to the same safeguarding standards as we would expect of anyone else.

Safeguarding Case Management Group

**Incumbent, Parish/Church
Safeguarding Officer and
churchwardens**

Registrar



**Diocesan
Safeguarding
Team Rep**

**Bishop's
representative
(Chaplain)**

**Director of
Communications**

Evaluation

- What will you take away from today?
- What was new?
- Did anything surprise you?
- Is there anything you would like to know more about?