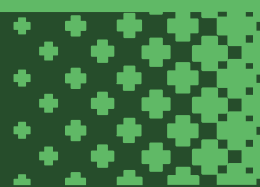




DIOCESE OF NOTTINGHAM

ANNUAL SAFEGUARDING REPORT 2022



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3.0 Safeguarding Casework

This year has been the beginning of the new landscaping of safeguarding across the Diocese. The changes in the Catholic Church of England and Wales have been guided from the recommendations of the Elliott report which included the creation of the Catholic Church Standards Agency. The first year of the Diocesan three-year implementations plan has been productive and provided a firm foundation for the Diocese safeguarding practice to an excellent standard.

1.0 Diocesan Safeguarding Structure

1.1 Safeguarding Subcommittee

The Trustees Safeguarding Committee is responsible for leading strategic direction of safeguarding policy and practice within the Diocese. The Committee is chaired by one of the Diocesan trustees and other members are trustee's and safeguarding professionals from partnership agencies and the statutory services. This committee has replaced the Safeguarding Advisory Panel and the former Trustee Safeguarding Subcommittee.

- Michael Stokes Trustee and Chair
- Mairin Casey – Trustee
- Joan McCarthy – Trustee
- Joe Wheat – Trustee
- Karen Middleton – MAPPA
- Darren Death – Police Public Protection
- Maggie Clark – Safeguarding Governance Children/Health
- Peter Vellacott – Canon Lawyer
- Canon Matthew Jakes – Clergy Safeguarding Lead
- Rachael Campion – Director of Safeguarding

Attendance to Strategic Meeting

| Name | SAP Meeting Register | | | Subcommittee Meeting Register | | | |
|-----------------|----------------------|------------|------------|-------------------------------|------------|------------|------------|
| | 11/02/2022 | 28/04/2022 | 01/07/2022 | 15/02/2022 | 15/05/2022 | 07/07/2022 | 22/09/2022 |
| Muriel Weisz | ✓ | ✓ | ✓ | x | ✓ | x | - |
| Tom Baptist | ✓ | ✓ | x | - | - | - | - |
| Maureen Brennan | ✓ | ✓ | ✓ | - | - | - | - |
| Rachael Campion | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Maggie Clarke | ✓ | x | ✓ | - | - | - | - |
| David Lawes | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Joan McCarthy | ✓ | ✓ | x | ✓ | ✓ | ✓ | x |
| Karen Middleton | ✓ | ✓ | x | - | - | - | - |
| Bob Ross | ✓ | - | - | - | - | - | - |
| Peter Vellacott | ✓ | x | ✓ | - | - | - | - |
| Joe Wheat | ✓ | ✓ | ✓ | ✓ | ✓ | x | - |
| Police Rep | x | x | x | - | - | - | - |
| Tony Wheat | x | ✓ | ✓ | - | - | - | - |
| Peter Gorgio | x | ✓ | x | - | - | - | - |
| Ruth O'Mara | x | ✓ | ✓ | - | - | - | - |
| Mairin Casey | - | - | - | ✓ | ✓ | ✓ | ✓ |
| Michael Stokes | - | - | - | x | ✓ | ✓ | ✓ |
| Matthew Jakes | - | - | - | - | - | - | x |

1.2 Diocesan Safeguarding Network

The safeguarding network provides a platform for those who have roles which require a higher level of safeguarding responsibility to discuss safeguarding practice and develop areas of Diocesan safeguarding which assist them achieve good practice and allows the diocesan safeguarding team to develop and advise at a broader range, enabling safeguarding to be central in all the good work the Diocese achieves.

- Rachael Campion, Director of Safeguarding
- Jane Black, Safeguarding Support and Volunteer Coordinator
- Joe Hopkins, Director of Adult Formation for Mission
- Greg Treloar, Director of Music for the Diocese of Nottingham
- Frances Cordes, Clergy Health & Well Being Coordinator
- Paul Bodenham, Programme Leader for Caritas
- Tony Wheat, SPANNED
- Tom Baptist, Director of Chaplaincy
- Naomi Roberts, Director of Communications
- Briars Lead

1.3 Safeguarding Team

It has been an important task to build the safeguarding team with the members who have the right skills and knowledge in order deliver excellent safeguarding service and support to parishes, clergy, volunteers and employees. The safeguarding administrator role has been developed into the safeguarding support and volunteer coordinator role to focus support to parish safeguarding representatives along with safer recruitment advice. The safeguarding officer role will primarily be carrying the casework and safeguarding plan arrangements along with some delivery of training. The development of the strategic and operational developments for the Diocese are working to an annual action plan which is a product from the three-year implementation plan that has been created by the Director of Safeguarding. Any tasks for supporting parishes will be delegated amongst the safeguarding team to meet the demands at any time.

- Rachael Campion – Director of Safeguarding
- Recruiting – Safeguarding Officer
- Jane Black – Safeguarding Support and Volunteer Coordinator

1.4 Policy Practice and Guidance

It is a priority that the Diocese has good practice and guidance in safeguarding to ensure that we are a safe, welcoming and healthy environment, and also to be at the standard required and operating best practice.

Parish Safeguarding Handbook- This handbook guides and summarises the requirements and standards to follow for parish safeguarding.

Safeguarding Roles and Responsibilities – This document outlines the responsibility in the diocese of those with specific roles operationally and strategically.

Managing Allegations and Concerns – Provides a clear process for the management of allegation including roles and responsibilities case management, strategic meetings, supporting those who have been harmed, supporting respondents, sharing of information and management of risk.

Safer recruitment – Provides clear process in the safer recruitment of volunteers and employees and the safer appointments of clergy.

Victim and Survivor Charter- This details the diocese's pledge to how we respond and support victims and survivors of abuse.

Safeguarding Communication Plan - Outlines the actions the Diocese will implement to ensure that safeguarding is woven into the fabrics of the church, contributing to the change in culture and informing others of our safeguarding practices.

Diocesan Training Strategy – Training for Clergy, Volunteer and employee's incorporating the CSSA national training modules and training provided by the Diocese.

Safeguarding Complaints Policy – This policy provides the process to follow if there is a complaint of how a safeguarding concern has been dealt with.

Whistleblowing Policy – A policy to report poor practice within the Diocese.

2.0 Safeguarding Service Development

The year 2022 has been a time of change and development of the Diocesan safeguarding structure and service. Last year the safeguarding commission was abolished and replaced by the safeguarding advisory panel and safeguarding trustee's subcommittee. Following a review and to address issues around membership, duplication and purpose, in line with the national structural recommendations, the Safeguarding subcommittee has been developed to add independent safeguarding professionals to assist with safeguarding advice on operational services.

In the light of the teething problems the Catholic safeguarding standard agency and the religious life safeguarding service have presented, Diocesan safeguarding required more focus and productivity to strategic and operational needs independently. Working on Policy, practice and guidance and creating clear processes in safeguarding practice and operationally ensuring that safeguarding is organised, and best practice can be followed.

2.1 New Policy, Practice Guidance produced in 2022

- Safer recruitment practice guidance (including clergy) – Agreed in September
- Diocesan training strategy- Agreed in September
- Victim and survivor care charter- Agreed in September
- Safeguarding communication plan- Agreed in September
- Managing allegations and concerns practice guidance – Awaiting agreement December
- Safeguarding roles and responsibilities- Agreed in September
- Parish safeguarding handbook- Awaiting agreement in December

All paper case files were transferred to the electronic case management system PAMIS earlier in the year allowing easier management of casework and recording of information. There have not been any significant increases in casework this year and fortunately no reports of serious allegations or serious case reviews carried out for the Diocese. There remains the element of case review to the Diocesan case management process to still be developed. The Response Team are the Diocese internal strategic hub where case response actions are managed with the assistance of external safeguarding professionals, who form part of the safeguarding subcommittee for any advice and reviews of case work.

Earlier this year all the safeguarding plans for those who pose a risk were reviewed, and each individual risk assessed. As a result of the review, a process for the management of individuals has been included in the management and allegation and concerns practice and guidance and further development for management of risk as parish level is being addressed. The review also significantly identified those no longer attending or change in circumstances and has reduced the safeguarding plans the Diocese now has to manage.

Areas within safer recruitment across the Diocese have been identified with some gaps and the safer recruitment practice and guidance has been developed to provide clarity in process for the safer appointment of clergy and a clear process for volunteers with created recruitment packs for parishes to use for all volunteer recruitment. Interest around Clergy appointed to the Diocese from overseas as safely as possible has been a focus area and the development of the safeguarding inductions for clergy and PSR's.

Safeguarding communication plan will address conveying the message of how the Diocese is safeguarding well and will allow greater understanding and access to safeguarding information, support and reporting. A focus on the parish church committees and the responsibility in supporting the parish priest and PSR with embedding safeguarding practice, safer recruitment processes and completing training in the parish. The development of a new Diocesan website has assisted with safeguarding using its safeguarding pages to display information and publications in March and this month a further development meeting with the web designers to update the safeguarding pages now that we have developed the practice guidance in many areas.

The creation of the Victim and survivor care charter displays the Diocese pledge to how we will respond and support victims and survivors of abuse and guide those who have a responsibility in how we can do this well. The charter is the foundation for more work that we can progress forward with how we can provide platforms for victims and survivors to have their voice on how the Diocese can improve and build on how we interact and support them. Research is currently ongoing through the CSSA and as a Diocese on how we can reach out to Victim and survivor groups.

2.2 Parish Safeguarding Representatives

The PSR role in the parish is crucial to delivering good safeguarding practice as a priority in the parish. They ensure that safer recruitment is being followed and provide a point of contact to those who require advice or report any concerns. This year PSR's have been issued with a @dioceseofnottingham email address and a mobile phone dedicated to their role. These contact details can be advertised on websites, posters and for the parish it provides a dedicated safeguarding service and responses for the parish.

Some PSR's have now completed the CSSA national training for volunteers during the first batch organised in October. The training raised many questions around practice, and I attended to ensure they were answered, and it has helped me to develop the Diocesan PSR training for next year. For some PSR's the new changes in practice have been quite daunting and some have left to handover for another volunteer to take fulfill the role. Now that the Diocesan safeguarding policies, practice and guidance are in place along with the parish safeguarding handbook, this will greatly contribute to assisting PSR'S and parishes to work to best practice in safeguarding and that the Diocesan safeguarding team are able to support parishes more effectively.

Zoom update sessions were held in November to inform PSR's of the coming changes, training for next year and opportunity to discuss any current issues with parish safeguarding.

| PSR STATISTICS | Number |
|----------------------|--------|
| Total PSR positions | 129* |
| Vacancies | 5 |
| In progress | 3 |
| New Appointments | 15 |
| Resignations | 17 |
| Number of Inductions | 15 |

* Total includes vacancies, in progress and those parishes that have two PSR's

| PSR Update Meetings | Attendees |
|---------------------|-----------|
| 02/11/2022 | 6 |
| 03/11/2022 | 7 |
| 05/11/2022 | 5 |
| 09/11/2022 | 8 |
| 10/11/2022 | 7 |
| 18/11/2022 | 10 |
| 21/11/2022 | 10 |
| 22/11/2022 | 9 |
| Total | 62 |

2.3 DBS and Safer Recruitment

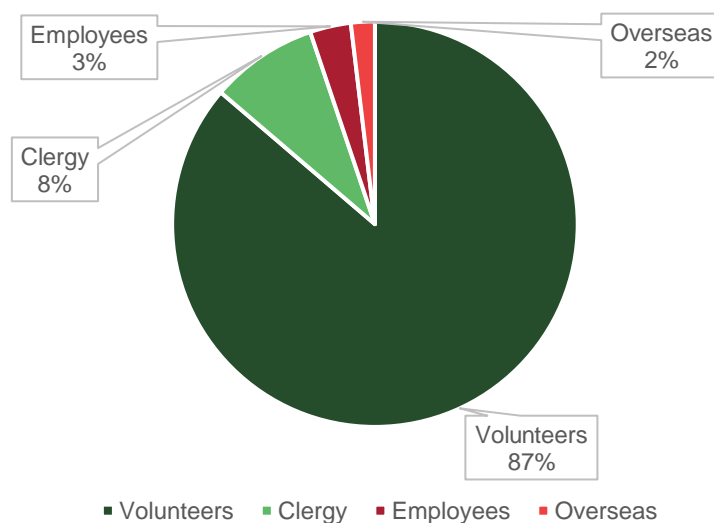
Any role in a Parish that is eligible for a Disclosure and Barring Service check should have one completed prior to a person being appointed to a role. Checks are carried out through the Diocesan Safeguarding Office.

All clergy, volunteers and employees who are eligible are required to have a current DBS check that is renewed every 3 years.

The following indicates the DBS and overseas check processed through the Diocesan Safeguarding Office this year:

| | |
|--|------------|
| Volunteers | 707 |
| Clergy | 66 |
| Employees | 29 |
| Overseas Clergy | 14 |
| Total DBS Checks Completed (01/01/2022 to 31/12/2022) | 816 |

DBS Checks Completed 01/01/2022 to 31/12/2022



2.4 Training

CSSA training was arranged for clergy and volunteers in September and October. The training looked at Leadership, victim and survivors and quality assurance and auditing. It provided an overview of safeguarding in the catholic church of England and Wales. Diocesan training is being developed and a training strategy has now been produced that we are working to, with the first set of training being delivered across the diocese from February 2023.

Training Record for 2022

| Target group | Course | Delivery by | Time length | When | Location | Number of Attendees |
|--------------------|--|-------------|-------------|------------|----------------------|---------------------|
| Clergy and Leaders | Leadership, Victims and Survivors, Supporting Safeguarding Teams | CSSA | 1 day | 06/09/2022 | Holy Trinity, Newark | 59 |
| Clergy and Leaders | Leadership, Victims and Survivors, Supporting Safeguarding Teams | CSSA | 1 day | 28/09/2022 | Sacred Heart Carlton | 65 |
| Clergy and Leaders | Leadership | CSSA | 2 hours | 11/10/2022 | Webinar | 40 |
| Clergy and Leaders | Victims and Survivors | CSSA | 2 hours | 12/10/2022 | Webinar | 46 |
| Clergy and Leaders | Supporting Safeguarding Teams | CSSA | 2 hours | 13/10/2022 | Webinar | 39 |
| Volunteers | Safeguarding Children | CSSA | 2 hours | 11/10/2022 | Webinar | 85 |
| Volunteers | Safeguarding Adults | CSSA | 2 hours | 12/10/2022 | Webinar | 77 |
| Volunteers | Creating Safe Environments | CSSA | 2 hours | 13/10/2022 | Webinar | 78 |
| Volunteers | Safeguarding Children | CSSA | 2 hours | 25/10/2022 | Webinar | 96 |
| Volunteers | Safeguarding Adults | CSSA | 2 hours | 26/10/2022 | Webinar | 113 |
| Volunteers | Creating Safe Environments | CSSA | 2 hours | 27/10/2022 | Webinar | 98 |

| Target group | Course | Delivery by | Time length | When | Location | Number of Attendees |
|--------------|---|-------------|-------------|------------|----------|---------------------|
| Clergy | Introduction to CSSA and the Safeguarding Standards | CSSA | 2 hours | 26/01/2022 | Zoom | 30 |
| Clergy | Introduction to CSSA and the Safeguarding Standards | CSSA | 2 hours | 27/01/2022 | Zoom | 30 |
| PSR | Introduction to CSSA and the Safeguarding Standards | CSSA | 2 hours | 28/01/2022 | Zoom | 37 |
| PSR | Introduction to CSSA and the Safeguarding Standards | CSSA | 2 hours | 28/01/2022 | Zoom | 28 |

3.0 Safeguarding Casework

Safeguarding casework varies throughout the year. I predict that an increase in casework will happen as a product of increase in safeguarding training. The current recording system is adequate but could be improved for next year. The facility does not allow for daily recording of small enquiries and although I have requested some added facilities to capture some, recording is not all in one place. The table below shows those incidents reported as fully opened cases and the lower-level concerns that require further enquiries as outlined in the responding and managing allegations practice and guidance produced this year. The full record of enquiries through the safeguarding office will require further work on how best we can record all the information from next year on one system.

| | Child (current) | Child (non- recent) | Adult | | |
|---|--------------------|---------------------------|-------|-------------------|--|
| Clergy cases | 0 | 2 | 2 | | |
| Safeguarding plans | - | -- | | 10 | |
| Police/Social/Lad o referrals | | 6 | 2 | | |
| Low level concerns - Clergy | | | 4 | | |
| Low level concerns- Lay | | | 4 | | |
| Sex offender enquiries | | | | 4 | |
| Clergy exploitation/victi m | | | 2 | | |
| Clergy wellbeing referral | | | 4 | | |
| CSSA telephone consultation/advi ce | | | 2 | | |
| Safe spaces referrals | | | | 0 | |
| Safeguarding office email enquiries | | | | 3000 (average) | |
| Safeguarding office telephone enquiries | | | | 1000 (average) | |

Plans for 2023

The new safeguarding training is a priority early next year to prepare parishes and leaders of the new safeguarding policy, practice guidance and the standards required in parishes.

Development of the Diocesan Domestic abuse policy, practice and guidance will also be complete within the first 6 months.

Hopefully, we have more direction of the CSSA function and able to adopt any new policy developed nationally later next year along with the new national training framework.

An up to date 3-year implementation will be produced at the first 2023 Safeguarding Subcommittee and Board meetings.

Rachael Campion

Director of Safeguarding