

SAFEGUARDING AUDIT 2017

Diocesan Response & Action Plan

Introduction

1. This report is the response from Diocese of Winchester Safeguarding Panel to the external audit carried out by SCIE in October 2017. Report finalised in January 2018.
2. It should be read in conjunction with the full audit report that can be found on our diocesan website.
3. The Safeguarding Panel are committed to instilling a culture of continual improvement and therefore welcome any opportunity to review and assess our process and protocols around Safeguarding.
4. The full audit report will be shared with our partners on the Hampshire Safeguarding Board.
5. The Panel welcomed the report of the Auditors and were pleased to note that none of the 18 items for consideration posed any major risks or presented issues of serious concern. The Panel believe this is testimony to the hard work and dedication of the Diocesan Safeguarding Manager and her team over the last 20 months.
6. Our responses to the considerations are set out below.

**Chair of the Diocesan Safeguarding Panel
25 January 2018**

Considerations & Responses

Ref.	Consideration	Response
2.1.a	Consider a regular, diarised meeting between the Safeguarding Manager and the Bishop	<p>Existing protocols allow the Diocesan Safeguarding Manager (DSM) direct access to the Diocesan Bishop as and when required. In practice the DSM is in contact with the Bishop's Chaplain most days to discuss/highlight issues.</p> <p>In addition the Diocesan Chief Executive is the Bishop's nominated lead on Safeguarding; the DSM has direct access to the Chief Executive as required.</p> <p>The Panel Chair and the DSM meet once a year with the Bishop prior to the Bishop's attendance at a panel meeting.</p> <p style="text-align: right;">Agreed</p>
2.1.b	Consider new ways to gather safeguarding information from Parishes, and how to evaluate findings to ensure improvements in safeguarding are the result.	<p>As noted in the January 2018 Diocesan Safeguarding Strategic Plan (Priority and Objectives for next 12 months, Priority 1 objective d and 3 year objective 12.1 and 12.3), this is already an objective for the Diocesan Safeguarding Panel.</p> <p style="text-align: right;">Agreed</p>
2.2.a	The Safeguarding Manager to have formalised professional supervision that meets the requirements of relevant regulations.	<p>We agree to this proposal in full. We do however note that the structure of the Safeguarding Team, the role of the Safeguarding Case Work Group and the informal supervision the DSM has accessed, has provided substantial professional supervision in the last 20 months.</p> <p style="text-align: right;">Agreed</p>
2.2.b	Consideration is given, in any future recruitment to the safeguarding team, to employing staff with backgrounds other than the police force, with particular reference to practice guidance concerning the role of social workers.	<p>We agree to this recommendation and fully support the view that a team with a range of professional backgrounds and experience should be an aspiration for all Dioceses. We will however continue to appoint the best candidate to any post in line with our robust recruitment practices.</p> <p style="text-align: right;">Agreed</p>
2.2.c	Develop job descriptions and person specifications for the Safeguarding Adviser role.	<p>We agree to this proposal in full. Expectations and responsibilities of both Safeguarding Advisers are clearly understood and articulated but setting this out in clear role profiles would be helpful.</p> <p style="text-align: right;">Agreed</p>

2.3.a	The Bishop and the Chair to consider meeting on a regular basis to feedback activity within the Safeguarding Panel.	We agree to this proposal in full and would see this as linking well with the process of the Diocesan Safeguarding Panel making an annual report to the Bishop's Council. Agreed
2.3.b	Consider reviewing the role of the case work panel, in line with section 2.4 Keys Roles and Responsibilities of Church Office Holders and Bodies Practice Guidance (October 2017), and then update the Terms of Reference for the case work panel.	The Diocesan Safeguarding Panel will review this consideration in detail. We have found that the Case Work Group serves a highly positive role in challenging and reviewing our approach to case work. It is a form of detailed supervision, professional development, and a useful forum for growing understanding across different agencies. The Case Work Group is an additional level of robust governance. Under Consideration
2.5.a	Undertake recording in line with Safeguarding Records: Joint Practice Guidance for the Church of England and the Methodist Church (2015), and explore ways to maximise the full potential of the PAMIS electronic recording system.	As noted in the 2018 Diocesan Safeguarding Strategic Plan (priority 3b) growing our usage of PAMIS is already an objective for the Diocesan Safeguarding Panel. Agreed
2.5.b	Undertake Risk Assessments on all cases that require them, in line with practice guidance.	As soon as the new templates are available for the National Safeguarding Team, we will use them. Agreed subject to the new templates being developed
2.5.c	Consider renaming Codes of Conduct in order to include the word "Safeguarding", and making them more directive (including specifying the areas of risk presented by the individual of concern)	We agree to this recommendation. Agreed
2.6.a	Consider further training capacity for the delivery of the training programme	We agree to this recommendation. It is worth noting that when the new structure of the Safeguarding Team was launched in 2016 it was done so in light of the current requirements and responsibilities on Dioceses. Since that time the level of training all dioceses are required to deliver has increased exponentially. We are currently reviewing options for increasing capacity in response to this. Agreed

2.6.b	Consider greater flexibility for the delivery of training, e.g. more weekend training events	The Safeguarding Panel will consider this in consultation with the Chief Executive and Head of HR aided by a training needs analysis and needs forecast prepared by the Safeguarding Training panel. In 2017 over 150 safeguarding training events were run – with at least 20+ being held at weekends. Agreed
2.6.c	Continue to develop communication with the parishes to explain the new learning and development framework, and who needs to do which modules.	As noted in the 2018 Diocesan Safeguarding Strategic Plan (Priorities 2a , 2b & 2c and 3 year Objectives 12.1 & 12.2) this is already a clear priority for the Safeguarding Panel. Agreed
2.9.a	Update the complaints procedure to clarify that it can be used to make complaints about safeguarding.	We agree to this recommendation. Agreed
2.9.b	Develop a whistleblowing policy that includes a section relating to safeguarding.	This recommendation has been actioned and we have in place a new Whistleblowing policy. Agreed
2.9.c	Consider how best to make these policies accessible to the parishes.	We agree to this recommendation. Agreed
2.11.a	Consider further ways to communicate with PSOs by holding a focus group etc. to get a sense of what they would find most supportive.	As noted in the 2018 Diocesan Safeguarding Strategic Plan (Priorities 2b & 2c and 3 year Objectives 12.1 & 12.2) this is already a clear priority for the Safeguarding Panel. Agreed
2.12.a	The diocese to assure itself that awareness of the PARCS service is adequate to ensure that it can be requested by survivors as appropriate.	The Safeguarding Panel and Diocesan Team are already assured that the current practice around offering the PARCS service is adequate. Agreed

**Diocesan Safeguarding Panel
January 2018**