

SAFEGUARDING BRIEFING NOTE

October 2021/9

SIGN UP TO OUR TRAINING HERE

Welcome!

Welcome to the ninth edition of the Diocese of Truro's Safeguarding Briefing Note. Please contact safeguardingqueries@truro.anglican.org for more information or assistance.

SAFER RECRUITMENT & PEOPLE MANAGEMENT

As outlined in our September briefing note (available on the [diocesan website](#)) the **Safer Recruitment and People Management Policy (SRPM)**, which is applicable to all church bodies must be implemented by January 4, 2022.

As a reminder, by the end of December

each PCC should have read the policy and used the **self-assessment toolkit** to identify what actions may be required to implement the policy and when they will be completed by.

The SRPM course is available now via the CofE **portal**, parishes may find it useful to undertake this training now in order to familiarise themselves with the SRPM policy.

FREQUENTLY ASKED QUESTIONS & CLARIFICATIONS

SRPM TRAINING – Everyone involved in recruitment and everyone with ongoing responsibility for roles (including volunteers) must have undertaken the SRPM training by the end of 2022. It is the responsibility of PCCs to ensure that safeguarding training is kept up to date. The Parish Safeguarding Dashboard has a section that can assist parishes with record keeping.

Note that the SRPM online training asks that the attendee sends the certificate to the PSO on completion.

CONFIDENTIAL DECLARATION FORMS are only for those roles that require a DBS. If the applicant will not complete

one then their application is terminated.

Section 4 of the policy mentions that church bodies should give applicants access to a number of **STATEMENTS AND POLICIES**, which can be made available on your website. Following a query from a parish the National Safeguarding Team (NST) have clarified that the new SRPM House of Bishops Guidance IS the policy and that it must not be adapted or altered in any way. PCCs are not expected to have their own policies and should link through to CofE policy.

If you have any questions please email safeguardingqueries@truro.anglican.org



DBS FREQUENCY

We outlined last month that the DBS recheck frequency is being changed from five years to three years. The guidance has now been clarified further and all Church Bodies have a two-year period from January 4, 2022 to January 3, 2024 to carry out rechecks on any five yearly DBS that expires after 2024.

This means that any DBS (bar PtO) that was issued between January 2019 and September 2021 will need to be rechecked in the next two years.

I am sure that you will appreciate we don't have the capacity to process all the rechecks at the same time, as we estimate there are approximately 600.

Over the next few weeks we will be endeavouring to identify how many people will be affected, and will create a plan for rechecks. We do not hold information on PCC volunteers, however we will factor capacity in the plan to account for any volunteers.

Effective immediately all DBS checks will be issued for three years. Please continue to process your DBS checks in the normal way, and advise the applicants that they will now be for three years.

THIS NEWSLETTER ...

Please share this briefing with others including your PCC, priest, safeguarding officer or PCC secretary

SAFEGUARDING DASHBOARDS FOR PARISHES AVAILABLE

Safeguarding has changed considerably in recent years. New policies and procedures are making organisations safer, but they have also significantly increased the amount of administration for safeguarding officers.

The diocese have purchased 'Safeguarding Dashboards', which is a tool to make safeguarding administration and governance simpler for everyone. All parishes will shortly be provided with free access to start using the dashboards.

WHAT ARE SAFEGUARDING DASHBOARDS?

Safeguarding Dashboards are based on CofE safeguarding policies and practice and have been designed to help churches with the tasks that you should already be doing.

The dashboard helps a PCC to understand the current status of safeguarding in the parish and prioritise their work. Parishes work through each of the three levels of safeguarding and will receive an action plan for the PCC to discuss and approve.

Interested? Follow this [link](#) for a short video or to download a brochure.

WHY SHOULD I USE SAFEGUARDING DASHBOARDS?

Approximately 3,000 parishes within the Church of England are already using the dashboards. Feedback is overwhelmingly positive -

"Without exception everyone who has commenced take up and use of this system finds it overwhelmingly helpful and supportive. PSOs say that they did not know how they managed without it."

"I can clearly see that it is becoming harder and harder to recruit PSOs as a volunteer as this is a responsible role that can be daunting for them. The Dashboard gives a PSO confidence in their new role and I believe it will encourage PSOs to stay in this post longer and equally is a massive selling point for new PSOs to take it on. Once they inherit a completed Dashboard, the

structure, support and reminders are all there for them."

Archdeacon Kelly Betteridge, who has used the dashboards in her previous parishes noted that "It took a little time to adjust but once we did so our PSOs were really happy using it and it was a valuable way of understanding and presenting priorities and next steps to PCC, etc."

I'M IN – HOW DO I START?

All incumbents (or churchwardens for those parishes in transition) will receive an invitation to use the Safeguarding Dashboard in the next few days. All you need to do is accept the invitation.

There is more information on the dashboard website about **getting started** and what you need to do next.

If you have any problems or queries about the dashboards please refer to **support** pages on the website.

WHAT NEXT?

Over the next few months we will pass on any hints and tips from parishes already using the dashboards.

In December we will see how parishes are getting on with the dashboards and whether any additional advice and support may be required.

Archdeacons Kelly Betteridge and Paul Bryer both support the use of the Safeguarding Dashboards, and will be considering how the Archdeacons Visitations in June 2022 can be used to explore how PCCs are implementing safeguarding.

HANDBOOK CLARIFICATION ON IMAGE SHARING

We have been advised by the National Safeguarding Team that p49 of the handbook could be misinterpreted as a requirement to share/forward illegal images:

"Save and download to hard copy any inappropriate material received through social networking sites or other electronic means and show immediately to the named person, PSO, incumbent or, if appropriate, Diocesan Safeguarding Adviser"

That is not the intention of this sentence, which we believe was designed to refer to material which was genuinely inappropriate, e.g. bullying or suggestive etc. rather than specifically an illegal image.

The handbook will be transferred to the safeguarding e-manual during the remainder of this year. Any urgently out of date information will be updated at that time, in advance of a full scale revision process in 2022. If any PSO would like to assist with this work please let the Diocesan Safeguarding Team know and we will forward your information.

SRPM DROP-IN SESSIONS

We are planning to run short online briefing and Q&A drop-in sessions for PCC members, Parish Safeguarding Officers, and clergy on Tuesday, November 16, 6pm - 7.30pm and Thursday, November 18, 10am - 11.30am. If you are interested in attending please book via the [training links](#) on our website.

It would be helpful to understand if there is anything that you would like us to cover at these sessions, please contact sue.day@truro.anglican.org if you want us to include anything in the sessions.

VOLUNTEER PROFILES

A parish has kindly shared their **volunteer role descriptions**, which will be made available to Parish Safeguarding Officers (PSOs). If you have any role descriptions that you would be willing to share, or any other hints, tips or documents please send them into the safeguarding team.

The NST are developing video and paper resources for parishes which should be available before the end of the year.

MEN AGAINST SEXUAL ABUSE SUPPORT

Men Against Sexual Abuse (MASA) is a registered charity that was set up to support males from the age of 16 upwards who have experienced sexual abuse during their lifetime.

MASA is currently working with the Diocese of Truro and Truro Cathedral safeguarding advisors to offer support for men who have experienced abuse within the church.

Born from the ashes of other charities not being able to provide further group support, a group of men formed their own CIC (community interest company).

MASA, which became a registered charity in July 2020, is a leader in supporting men with mental health issues, resulting from childhood or adult sexual abuse. This support often extends to the families of these men, who are in most cases, sentenced to a lifetime of mental health challenges.

MASA's support takes the shape of individual counselling sessions, with a fully qualified counsellor (BACP) for a determined number of sessions based on each individual's requirements. The hope being that the individual will begin his own journey of recovery with that counsellor and progress to a point where weekly one to one sessions are no longer necessary.



Each man is then offered the opportunity to join a support group of six to eight other men who have all experienced similar trauma and they meet weekly to support each other and where they can share their experiences and be believed, and hear how other members have dealt with similar situations and emotions, all under the guidance of a qualified counsellor. The members can continue to use the group for as long as they need.

In addition to the two-hour weekly group meetings, all group members become added to an individual group WhatsApp, where all members can communicate with other group members to receive additional help and support throughout the week. In some cases new group members can be buddied up with an experienced group member.

MASA also offers additional workshops for members and these can cover other health topics like healthy eating, mindfulness, alternative lifestyles, colour therapy or Adult Education and volunteer services.

MASA's services are offered both on a face to face basis and online where distance or Covid-19 shielding are an issue.

MASA has recently acquired a larger office in Truro which has its own one to one counselling room, providing a safe, comfortable and quiet place for members to receive individual counselling.

MASA continues to work with other voluntary organisations and charities to improve its services and is working tirelessly to obtain more funding to support these men with their lifelong challenges, exasperated by the worsening mental health issues faced by society because of the Covid-19 pandemic.

For more information or to find out more visit MASA's [website](#).

VIOLENCE AGAINST WOMEN & GIRLS: BE AWARE

We were becoming aware of the increase in reported cases in Cornwall and nationally and want you to be aware and ready to respond to such need if you spot it locally in your parish.

Domestic abuse continues to be a major issue for us in the Church and your continued vigilance will help to protect and support those exposed to it (men, women and children). Domestic abuse can include acts of violence but may also be about other forms of abuse such as financial, sexual or threats of harm for example.

The Victims' Commissioner for England



and Wales has recommended that since violence against women and girls is such a serious issue in this country that it ought to be given the same priority as counter terrorism, and organised crime.

The number of assaults reported has grown hugely since 2019, and organisations locally, such as First Light and the Christian organisation Restored

have been challenged like never before. We continue to play our part in support of this work, and urge you to click on the links below to see what they do and how we are able to signpost those in need.

Restored - what we do

First Light

Additionally, the Church of England is due to launch a training module on how to respond to a domestic abuse concern, which we will make available as soon as possible. This module will be an online course which is a requirement for some to complete but available to all. The diocese is also working on a Domestic Abuse policy, in support of its DBF employees.