



THE CHURCH
OF ENGLAND

Safeguarding Learning Pathway



Leadership

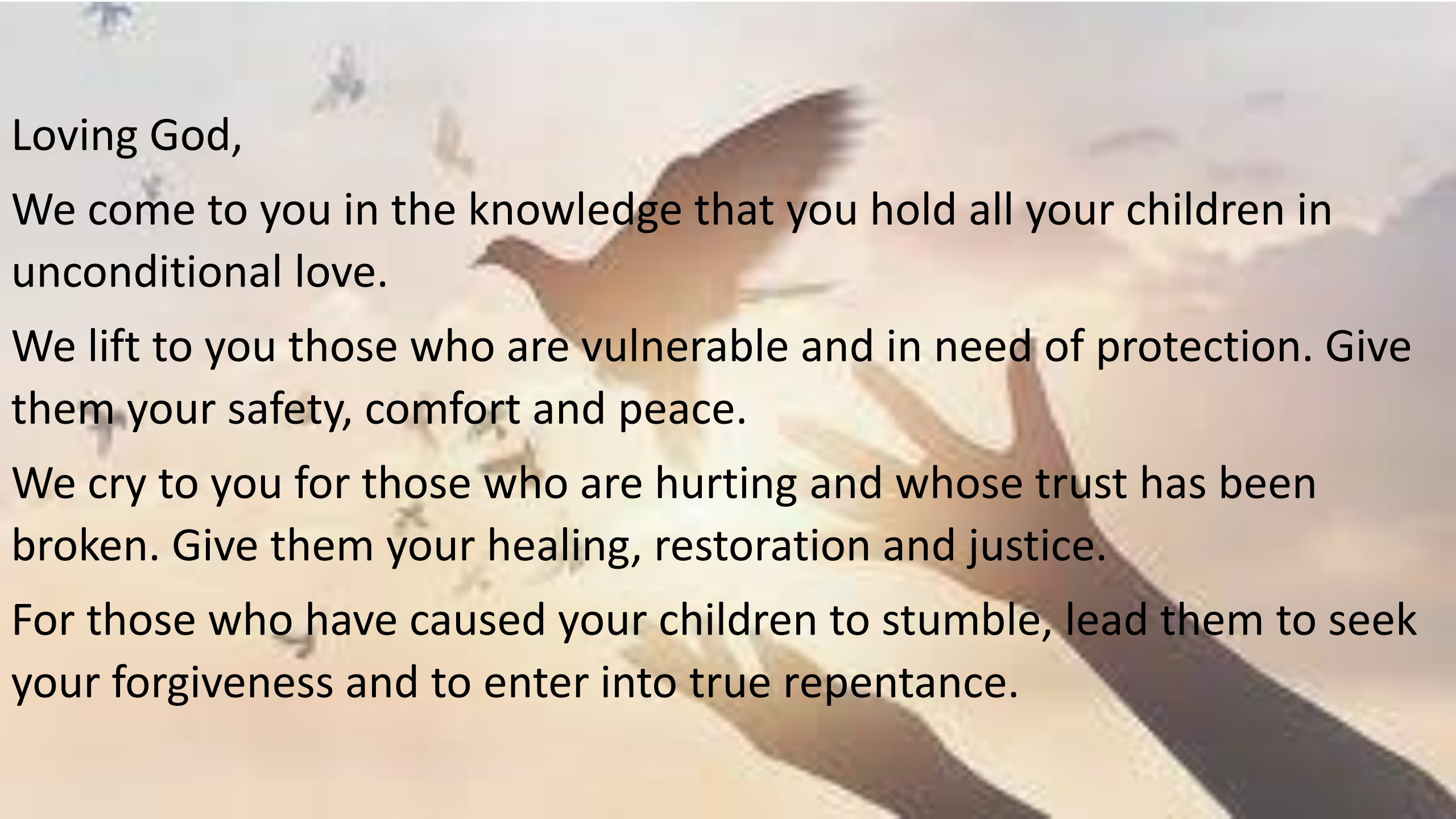
Promoting a Safer Church



THE CHURCH
OF ENGLAND

Session 1



A soft-focus background image featuring a white dove in flight, wings spread, against a pale, hazy sky. Below the dove, two hands are visible, one reaching upwards from the bottom right towards the center, and another hand partially visible below it. The overall tone is peaceful and hopeful.

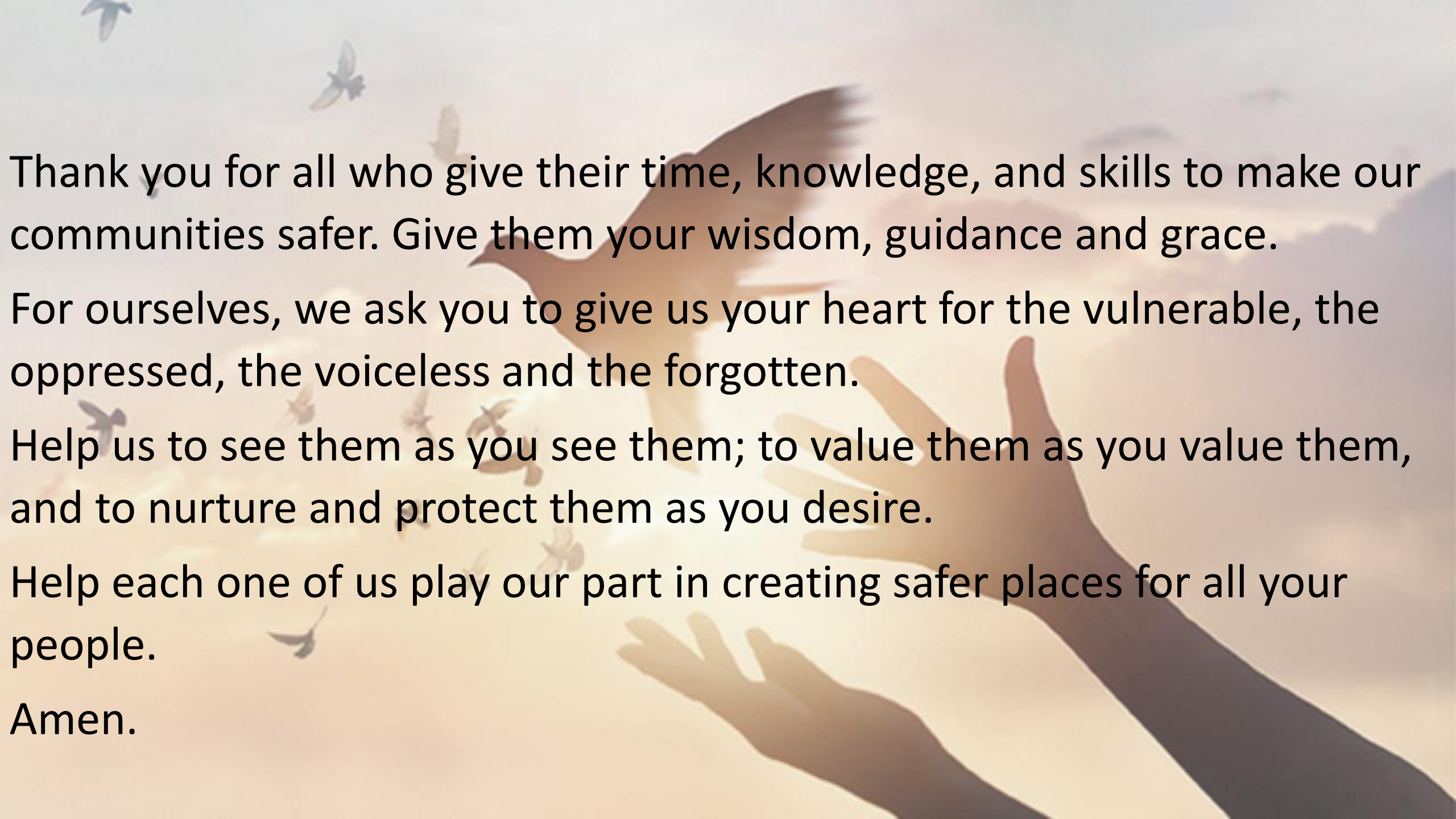
Loving God,

We come to you in the knowledge that you hold all your children in unconditional love.

We lift to you those who are vulnerable and in need of protection. Give them your safety, comfort and peace.

We cry to you for those who are hurting and whose trust has been broken. Give them your healing, restoration and justice.

For those who have caused your children to stumble, lead them to seek your forgiveness and to enter into true repentance.



Thank you for all who give their time, knowledge, and skills to make our communities safer. Give them your wisdom, guidance and grace.

For ourselves, we ask you to give us your heart for the vulnerable, the oppressed, the voiceless and the forgotten.

Help us to see them as you see them; to value them as you value them, and to nurture and protect them as you desire.

Help each one of us play our part in creating safer places for all your people.

Amen.

Session 1

Learning outcomes

- **Understand** how safeguarding concerns and abuse can be prevented within their context.
- **Understand** how healthy culture, and safe and effective leadership, shape Christian communities that are healthy, safe, and have the capacity to deliver high quality safeguarding practices.
- **Recognise** when risk assessment and management processes are required, understanding when, why and how they must be utilised.
- **Understand** more of the impact that abuse and trauma have on individuals' lives, relationships, and interactions in a community setting, leading to better responses to victims and survivors.
- **Evaluate** their learning and translate this into an individual plan of action that will improve their safeguarding practice and responses.

Standard

1

PREVENTION

Church Bodies have in place a planned range of measures which together are effective in preventing abuse in their context.

Standard

2

CULTURE, LEADERSHIP AND CAPACITY

Church bodies have the safe and healthy culture, effective leadership, resourcing and scrutiny arrangements necessary to deliver high quality safeguarding practices and outcomes.

Standard

3

RECOGNISING, ASSESSING AND MANAGING RISK

Risk assessments, Safeguarding Agreements and associated processes are of a high standard and result in positive outcomes. The assessment and management of risk is underpinned by effective partnership working.

Standard

4

VICTIMS AND SURVIVORS

Victims and survivors experience the timeliness and quality of Church bodies' responses to disclosures, and their subsequent support, as positively helping the healing process and meeting their needs.

Standard

5

LEARNING, SUPERVISION AND SUPPORT

All those engaged in safeguarding related activity in Church bodies receive the type and level of learning, professional development, support and supervision necessary to respond to safeguarding situations, victims and survivors, and respondents, effectively.

Session 1

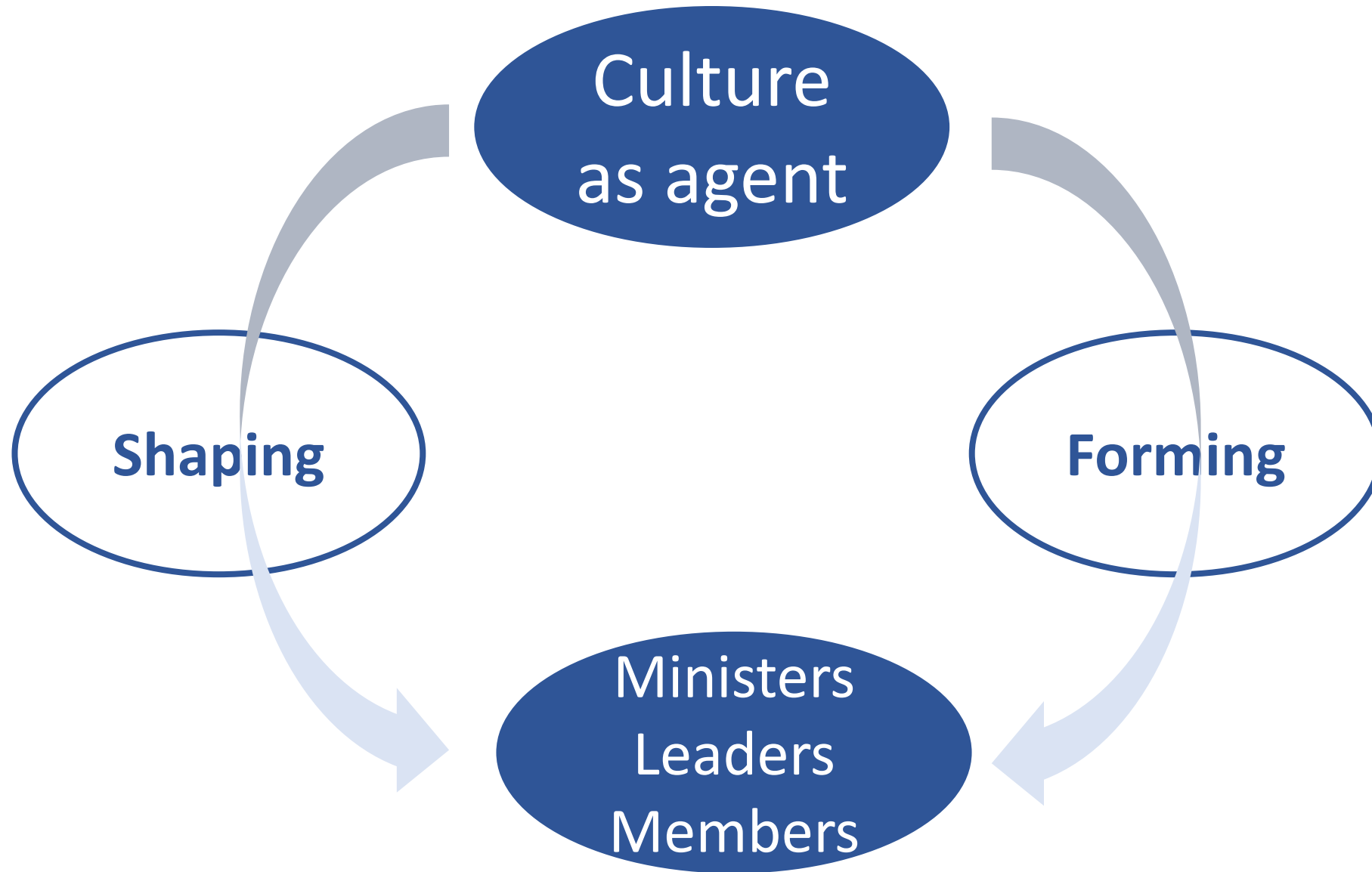
Reflection and Discussion

1. Use the culture cube to explore the six culture related topics.





I learned it, I practiced it, and then I passed it on to others



I learned it, I practiced it, and then I passed it on to others

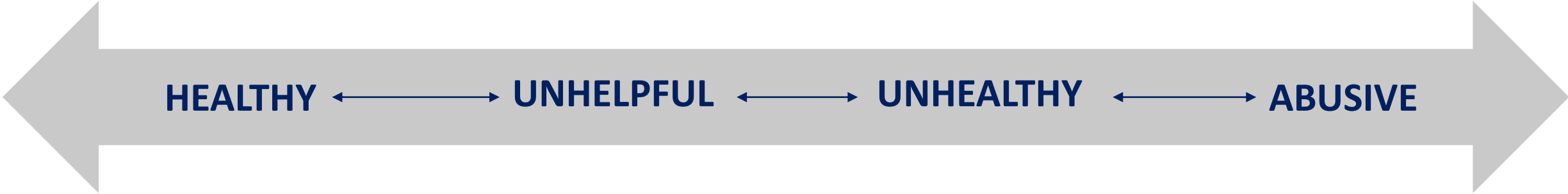
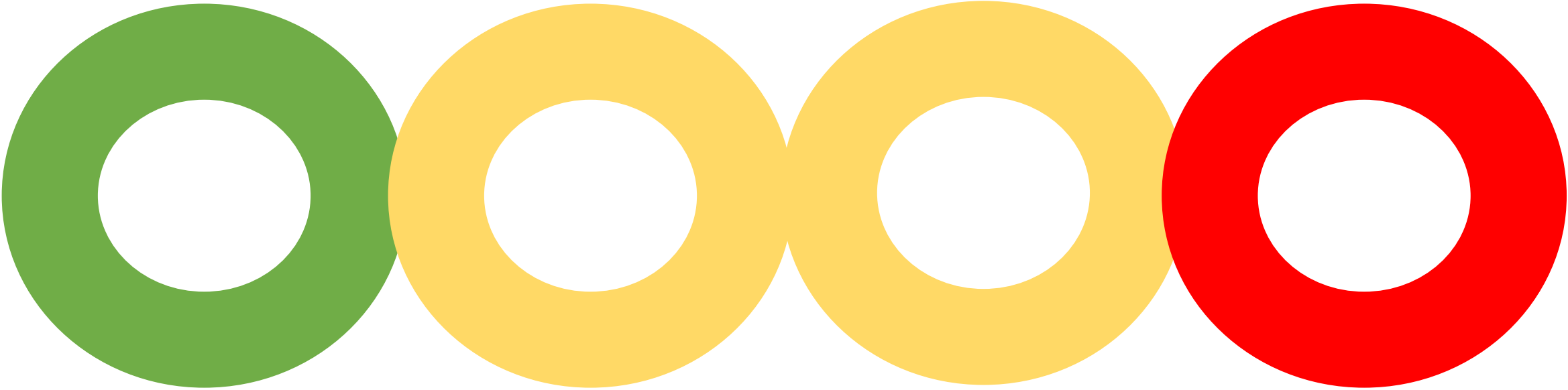


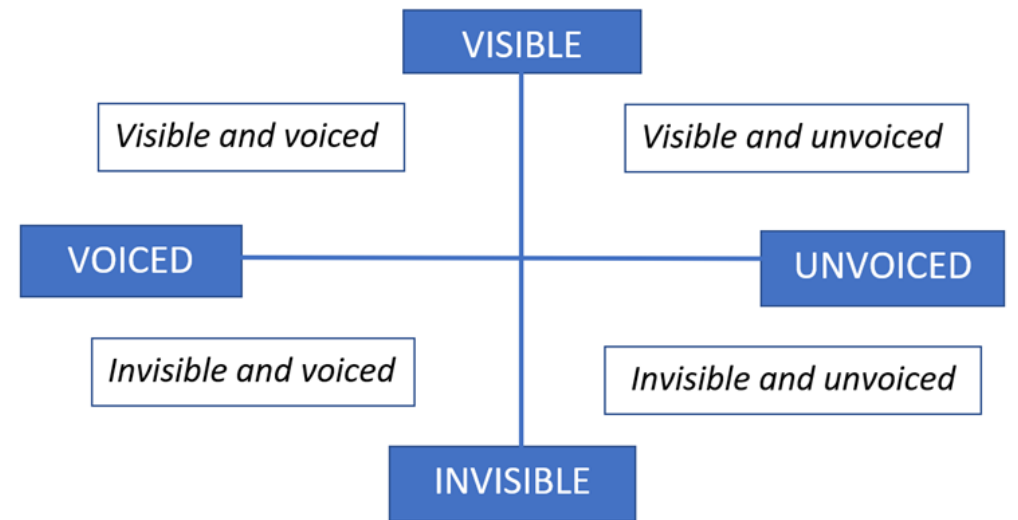
What is spiritual abuse?

“Spiritual abuse is a form of emotional and psychological abuse. It is characterised by a systematic pattern of coercive and controlling behaviour in a religious context. Spiritual abuse can have a deeply damaging impact on those who experience it.

However, holding a theological position is not in itself inherently spiritually abusive, but misuse of scripture, applied theology and doctrine is often a component of spiritually abusive behaviour.”

A Spectrum of Behaviour





Thinking about the 4 'Rs'

R ECOGNISE

R ESPOND

R ECORD

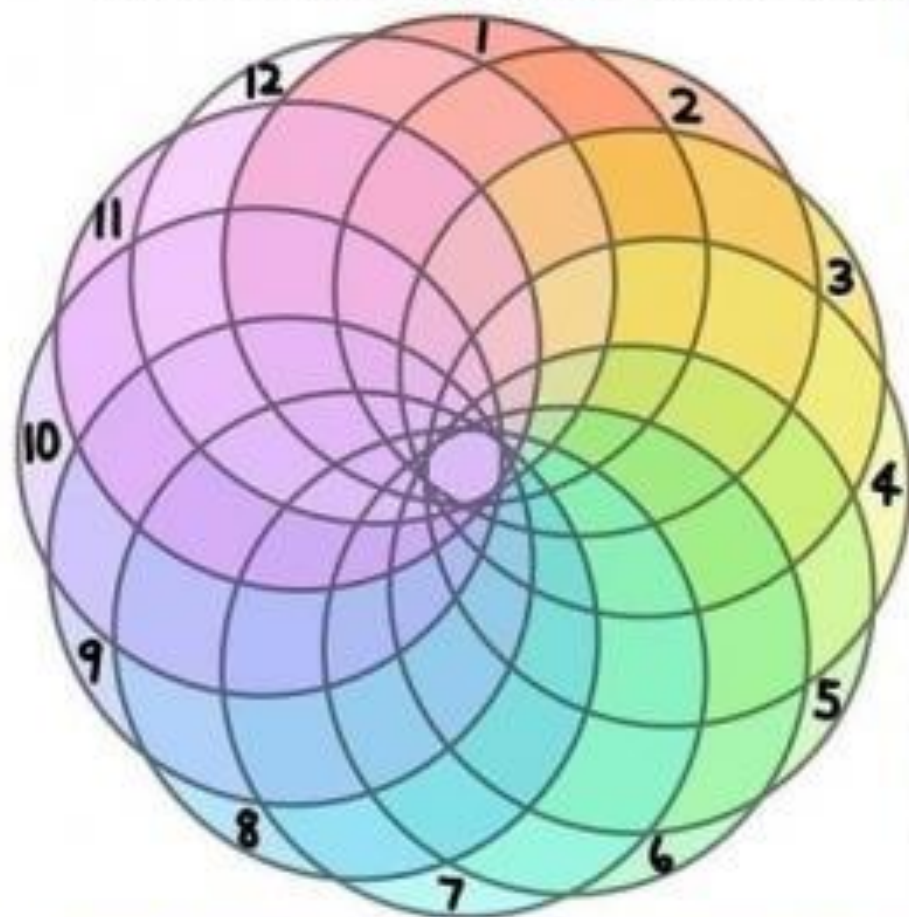
R EFER

Who responds well?

Where is the response unhelpful?

What might have affected the response?

INTERSECTIONALITY



- 1 Race
- 2 Ethnicity
- 3 Gender identity
- 4 Class
- 5 Language
- 6 Religion
- 7 Ability
- 8 Sexuality
- 9 Mental health
- 10 Age
- 11 Education
- 12 Attractiveness
(...and many more...)

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

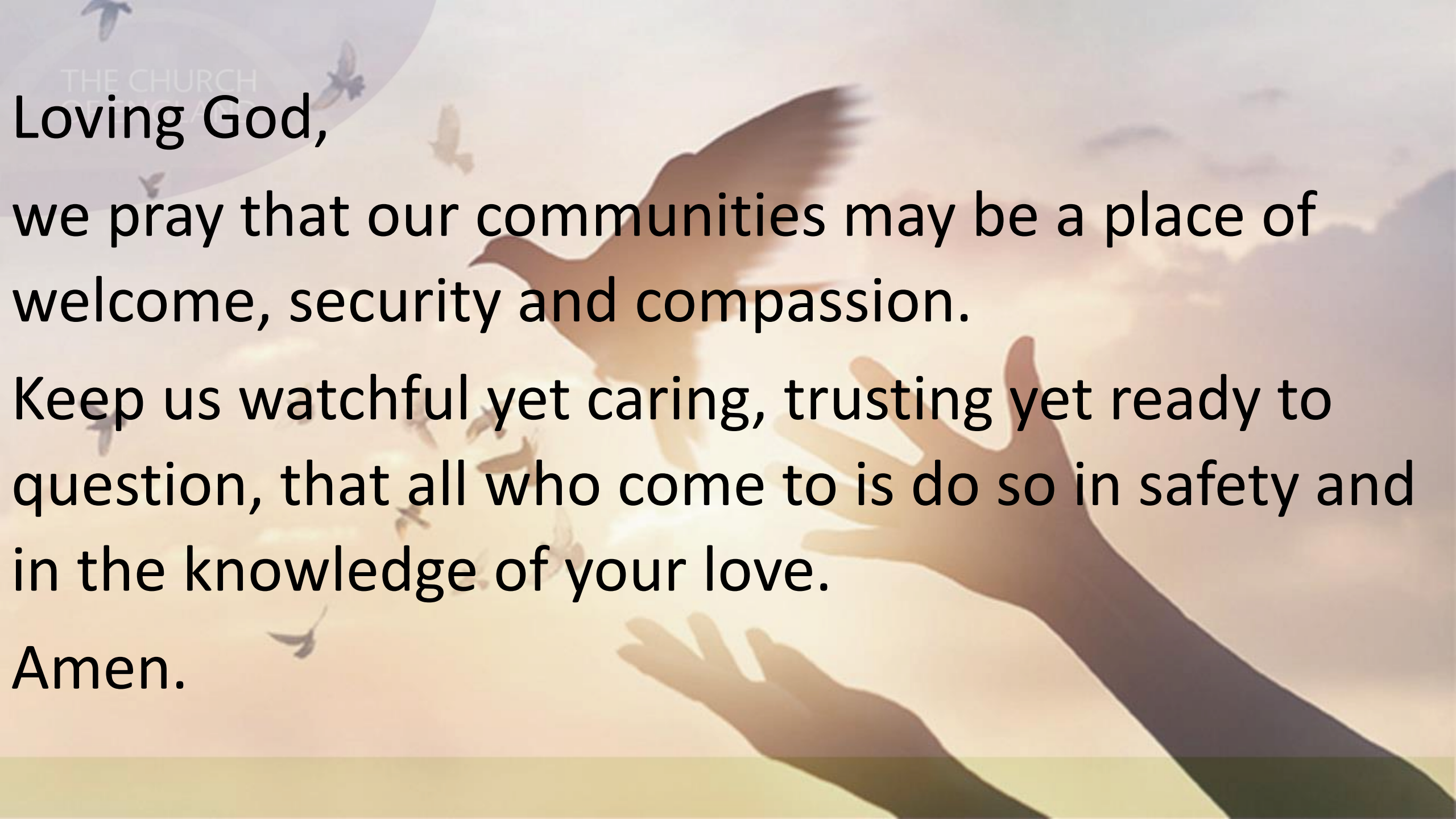
- Kimberlé Crenshaw -



THE CHURCH
OF ENGLAND

Session 2



The background features a soft, warm-toned sky with several white doves in flight. In the lower right, two hands are shown in silhouette, reaching upwards. The overall mood is peaceful and hopeful.

THE CHURCH

Loving God,

we pray that our communities may be a place of welcome, security and compassion.

Keep us watchful yet caring, trusting yet ready to question, that all who come to us do so in safety and in the knowledge of your love.

Amen.

“I saw a poster on the back of the toilet door one Sunday in Church. It was new, or maybe I was just seeing it for the first time I don’t know. But it asked some really specific questions and had a number I could call. So, I called it. I’m now away from him and have support around me. I couldn’t afford the legal costs that the family court was costing. The church had a fund that I could access, and they supported me through.”

“I needed someone to listen and believe me, the first person didn’t, the second person did and while they didn’t know what to do to begin with, they stayed with me while we worked it out.”

The following slides
are a reminder of
some of the key
safeguarding
messages from
previous courses



RECOGNISE: the principles of adult safeguarding

Empowerment –
Ensure people are in
control of their
decision making.

Accountability –
Safeguarding is
everybody's
business.

Partnership – Working with
communities, to prevent, detect,
and report neglect and abuse.



Prevention – It is better to
take action before harm
occurs.

Proportionality –
Response should be least
intrusive.

Protection – when working in the
persons best interest, always
ensure they are protected from
harm as far as possible.

Making Safeguarding Personal

No Decision About Me, Without Me

- person-centred led
- outcome-focused
- engages the person and enhances involvement, choice and control
- improves quality of life, wellbeing and safety



Making Safeguarding Personal
What good person-centred adult safeguarding practice looks like in Birmingham

Making Safeguarding Personal empowers the person to be included and have control over the process to the greatest extent possible in their circumstances

Promoting the Adult's Voice – 'With Not To'

Every adult should:



- get help and support to report the abuse
- be asked their opinion if there are concerns
- feel listened to and taken seriously
- be given the information they need, in the way they need it
- be asked their views to directly inform next steps
- have advocacy support if they can't do this for themselves

RECOGNISE: At Risk Adults

Safeguarding duties apply to an adult with care and support needs - due to age, illness or disability - or an adult who lacks the capacity to make informed decisions for him/herself - e.g. due to a cognitive impairment or substance misuse or because they are being controlled or coerced by someone else - who is experiencing or at risk of abuse and neglect and unable to protect him/herself

The Care Act 2014 (14.2)

Consent

- Seek advice and support from your Parish Safeguarding Co-Ordinator and/or Diocesan Safeguarding Officer – you do not need consent
- Obtain consent from an adult to make a referral to an external agency – unless:

1. Individual lacks the capacity to give consent
2. There is a public interest to share because others may be at risk of harm
3. There is a vital interest to share because there is an immediate risk to life

4. A crime has been or may be committed
5. An individual is unable to freely give consent due to control and coercion
6. There is a legal requirement to share (e.g. court order or law)

RECOGNISE: the principles of child safeguarding ...

Working Together to Safeguard Children 2018 defines safeguarding and promoting the welfare of children as:

- protecting children from maltreatment;
- preventing impairment of children's health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- taking action to enable all children to have the best outcomes.

Recognise – Types of Abuse

emotional/psychological criminal
social sexual verbal threats victim
assault physical
financial



Recognise

SIGNS AND INDICATORS

Neglect	Emotional	Physical	Sexual
<ul style="list-style-type: none">• Tired/listless• Unkempt• Poor hygiene• Untreated medical conditions• Medical appointments missed• Constantly hungry or stealing food• Over eats when food is available• Poor growth• Poor/late attendance• Being regularly left alone or unsupervised• Dressed inappropriately for the weather condition• Having few friends and/or being withdrawn• Ill equipped for school	<ul style="list-style-type: none">• Failure to thrive• Attention seeking• Over ready to relate to others• Low self esteem• Apathy• Depression/self harm• Drink/drug/solvent abuse• Persistently being over protective• Constantly shouting at, threatening or demeaning a child• Withholding love and affection• Regularly humiliating a child	<ul style="list-style-type: none">• Unexplained injuries• Injuries on certain parts of the body• Injuries in various stages of healing• Injuries that reflect an article used• Flinching when approached• Reluctant to change• Crying/ instability• Afraid of home• Behavioural extremes• Apathy/depression• Wanting arms and legs covered even in very hot weather	<ul style="list-style-type: none">• Age inappropriate sexual behaviour/knowledge/promiscuity• Wary of adults/ running away from home• Eating disorders/depression/self harm• Unexplained gifts/ money• Stomach pains when walking or sitting• Bedwetting• Recurrent genital discharge• Sexually transmitted diseases



Grooming

.... is when a person uses the power, knowledge/‘secrets’ they have in a relationship to make or force someone do something they do not want to do or when one person gains the complete ‘friendship/trust/love’ of another person so that this person will do anything they ask without questioning or challenging them

What to do...?

R

ECOGNISE

abusive or harmful situations, types of abuse, signs of abuse, grooming, your responsibilities, etc

R

ESPOND

well – listen, keep listening, keep calm, reassure, do not promise confidentiality, accept without judgement, do not investigate etc

R

ECORD

always pass your record to your Parish Safeguarding Co-Ordinator, Diocesan Safeguarding Officer

R

EFER

to your Parish Safeguarding Co-Ordinator / Diocesan Safeguarding Officer for help and support

RESPOND: Listening to someone disclosing abuse

DO

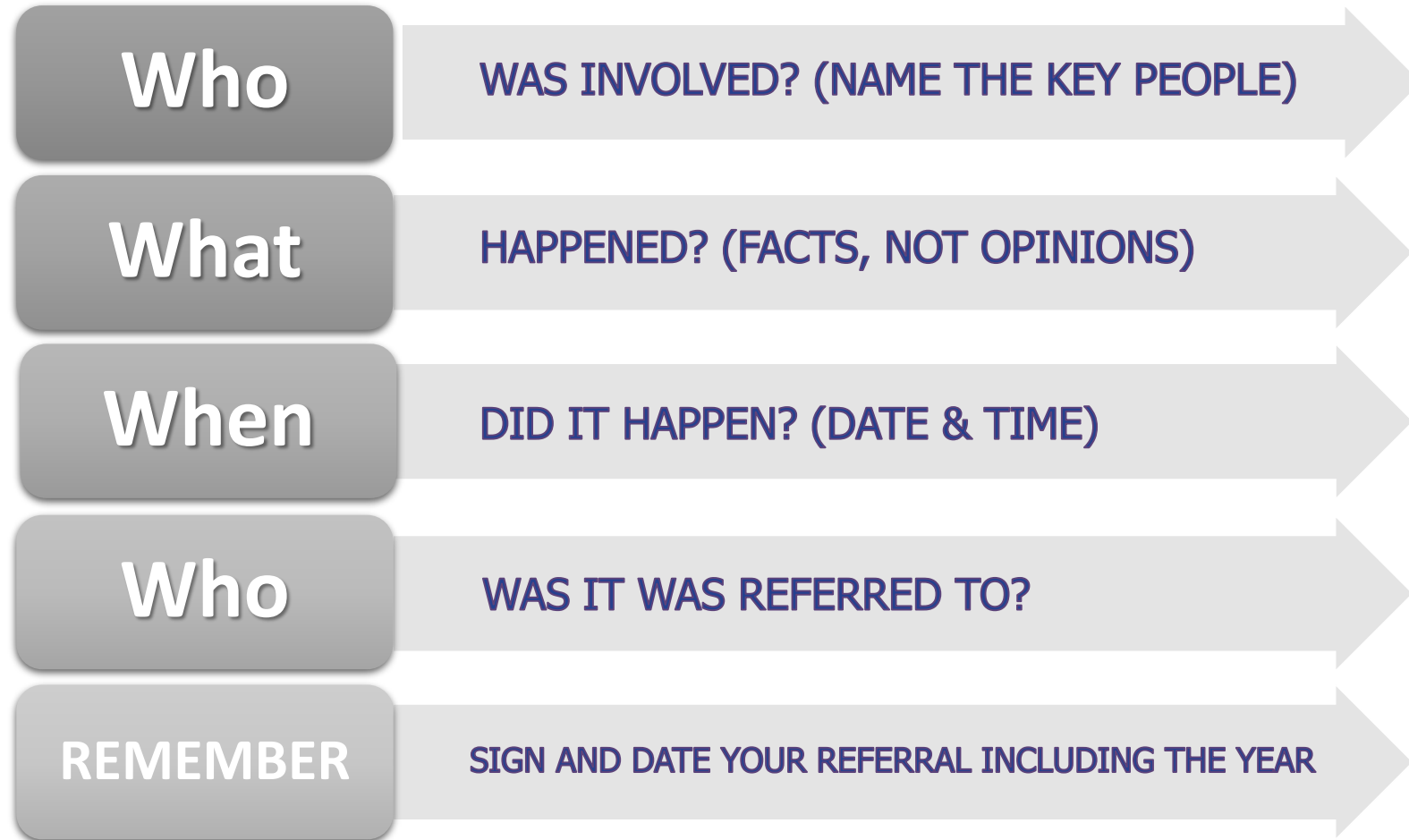
- Keep calm
- Listen carefully to what is being said – at the person's own pace
- Take it seriously and accept without judgement
- Reassure the person that they are not to blame and were right to speak out
- Explain what you need to do next
- Be honest – don't make promises you can't keep
- Be aware the person may have experienced harmful spiritual practices as well as other abuse
- Think carefully before offering scripture or prayer – especially if spiritual abuse is disclosed
- Be aware – it may be very difficult for a survivor to disclose to a cleric or at church or the vicarage if the abuse happened in the church context
- Discuss with the Parish Safeguarding Co-ordinator and/or Diocesan Safeguarding Officer

Respond: Listening to someone disclosing abuse

DON'T

- Show shock or jump to conclusions
- Keep it secret
- Question or push the person into giving details of the abuse – you're a listener and receiver of the disclosure, not an investigator
- Suggest the use of Matthew 18 or that the person speaks to their abuser
- Alert the alleged abuser
- Discuss with others who are not directly involved in helping the person – maintain confidentiality

Recording – the 4 W's



**Emergency?
Need help
urgently?**

Dial 999 or 101

Worried?

Tell Parish Safeguarding Co-ordinator
Vicar

Are you unhappy, or seen
or heard something about
a child or adult that
concerns you?



Say something!



 **Record It**

 **Report It**

 **Do NOT alert alleged abuser**

Always involve the DSO if:

You receive safeguarding information concerning a church officer i.e.:

- all who hold the Bishop's licence, permission or commission
- all who hold parish positions of trust
- all who work with children, young people and adults at risk of neglect and/or abuse

You receive information about an offender or someone who presents a risk to a child or an adult.

The Core Group

The Diocesan Safeguarding Officer will convene a Core Group to manage every safeguarding concern or allegation involving a Church Officer



The core group works together and meets at intervals from the beginning of a concern or allegation being raised to the end.

Safety Plans (formerly Safeguarding Agreements)

Where someone who poses a risk to others wants to attend church the Diocesan Safeguarding Officer carries out a risk assessment and drafts a safeguarding agreement.

This is managed by a 'reference group' in the parish – vicar, Parish Safeguarding Co-ordinator & church wardens

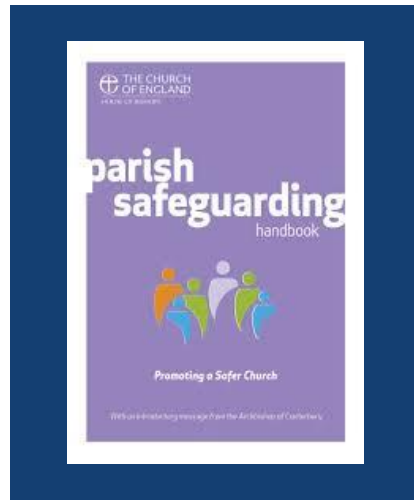


Serious Incident Reporting

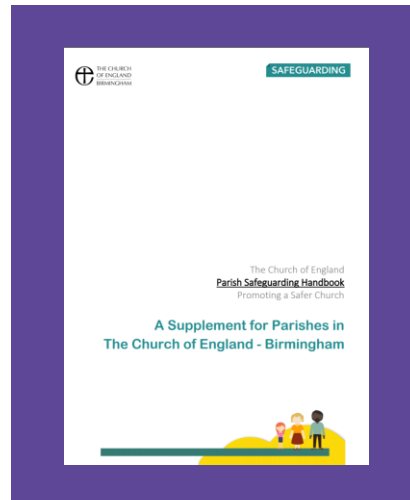
A safeguarding serious incident is an adverse event, whether actual or alleged, which results in or risks significant harm to the charity's beneficiaries, employees, office holders, volunteers or to others who come into contact with the charity through its work. This includes where there are allegations or incidents of abuse of or risks to beneficiaries or others connected with the charity's activities. What is considered to be "significant" is a matter for the trustees to determine, as it will depend on the context of the charity, taking into account its operations, staff, finances and reputation

Practical Guidance: How to make a Safeguarding Serious Incident report to the Charity Commission, 2019, Page 2.

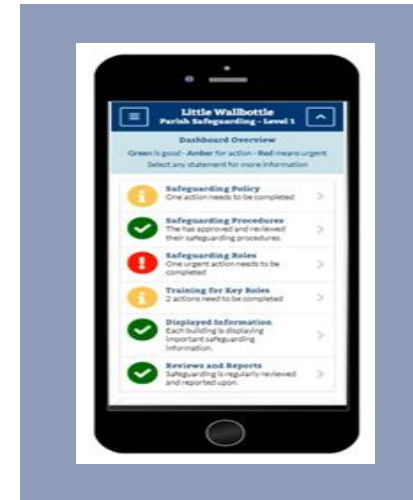
3 steps to simpler parish safeguarding ...



1. Follow the Parish Safeguarding Handbook



2. Check local procedures in Birmingham's Supplement



3. At a glance safeguarding on your Parish Dashboard

Working Safely

Abuse thrives
in secrecy –
**be open and
transparent**
in everything
you do

**Be
accountable**
– to the
Church
Council,
colleagues and
people who
attend your
activity

**Risk
assess**
every
activity to
prevent
significant
harm

Review
regularly –
we can
learn a lot
from
something
that hasn't
gone to plan

Who's Who in your Parish?



Parish Safeguarding Co-Ordinator



Parish Domestic Violence Contact

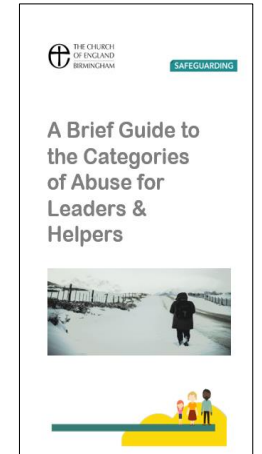
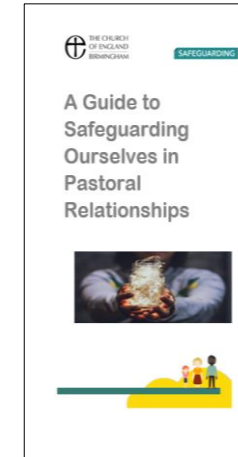
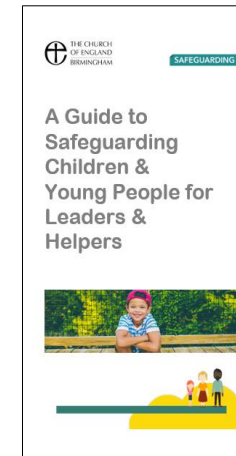


Parish Identity Verifier (DBS)



Resources for parishes..

Pocket Guides



Safer practice leaflets for leaders & helpers

There is more safeguarding information for parishes on our website

www.cofebirmingham.com/info-for-parishes/safeguarding/

The screenshot shows the website header with the Church of England Birmingham logo and the 'TRANSFORMING CHURCH' logo. Navigation links include 'Your Privacy', 'Contact Us', 'Safeguarding', 'Find a Church', and 'Home'. A main menu contains 'About Us', 'Everyday Faith', 'Info for Parishes', 'Info for Leaders', 'Pathways', and 'News & Stories'. A breadcrumb trail reads 'Home > Info for Parishes > Safeguarding > Parish Safeguarding'. The page title is 'Parish Safeguarding'. A left-hand navigation menu lists: 'Parish Support Services', 'Finance & Governance', 'Property Team', 'Communications', 'Living Generously', and 'Interfaith'. The main content area includes a paragraph about 'Promoting a Safer Church' and a section titled 'What does a PCC need to do?' which lists two resources: '+ Parish Safeguarding Handbook' and '+ The Church of England - Birmingham Parish Handbook Supplement'.