

SAFEGUARDING ACTION PLAN

	Recommendation	Action required	Action to be undertaken by	Completion date	Current Update
1.	That a new information management system is implemented without delay so as to improve the ability of the safeguarding office to access 'reader friendly' case information, as well as provide statistical information on training and DBS data.	<ul style="list-style-type: none"> - New contact management system - Report capabilities from the system - Casework management system 	<ul style="list-style-type: none"> - Safeguarding Team working in collaboration with National Safeguarding Team and CMS Group 	TBC	<ul style="list-style-type: none"> - The current DBS and training database has been amended to improve reporting capabilities for the short term - Representatives from the Safeguarding Team, the National Safeguarding Team and CMS Group will be meeting in June 2016 to discuss development of new system
2.	That the Safeguarding Management Group take responsibility to annually review the performance management data on safeguarding training and agree strategies as to how the leadership can be more effective in improving the take up of training.	<ul style="list-style-type: none"> - Interim reporting system on DBS and training data - Escalation process for non-conformity to policy required 	<ul style="list-style-type: none"> - DSA – Policy & Training and Safeguarding Administrator - Safeguarding Team for BSMG approval 	<ul style="list-style-type: none"> - July 2016 - July 2016 	<ul style="list-style-type: none"> - As above, DBS and training database has been amended to improve reporting capabilities in the short term. - Escalation process for non-conformity to policy was discussed at the Bishop's Safeguarding Management Group meeting in April 2016 and written protocol will be brought back to BSMG at November meeting for final approval.

3.	The diocese to provide clarity about the use or not of authorised listeners and advocates for children and adults who are vulnerable, and that there is consistency between practice and policy so staff are clear about the process.	- Error in <i>Diocesan Policy on Responding to Survivors of Abuse</i> policy to be amended	- DSA – Policy & Training	- Immediately	- Completed
4.	The Diocese to provide written policy which makes the distinction clear between complaints, whistle blowing and reporting of safeguarding concerns	- New safeguarding policy - Local 'how to' guides to be produced if required	- National Safeguarding Team - Safeguarding Team for BSMG approval	- Autumn 2016 - Dependent on above	- The latest update from the National Safeguarding Team is that the new safeguarding policy will be published in the autumn
5.	The Diocese to develop an explicit written complaints procedure; consideration to be given to the use of a staged approach, starting with an informal stage to resolve most complaints and an investigative process for the most complex	- New safeguarding policy - Local 'how to' guides to be produced if required	- National Safeguarding Team - Safeguarding Team for BSMG approval	- Autumn 2016 - Dependent on above	- The latest update from the National Safeguarding Team is that the new safeguarding policy will be published in the autumn
6.	The information sharing protocols in the local safeguarding policy to be updated to reflect Care Act Guidance on supply of information and general co-operation, with reference to the 6 Safeguarding Principles	- Information sharing – guidance document to be finalised	- DSA	- July 2016	- DSA is finalising the inclusion of the Care Act Guidance
7.	That both DSAs be provided with professional safeguarding supervision and availability of ad hoc consultation, preferably from someone with a social work background in safeguarding	- Professional safeguarding supervision to be arranged	- Deputy Diocesan Secretary	- July 2016	- Initial discussions with the local authority have taken place for the provision of professional supervision. A proposal should be with us shortly
8.	That consideration is given by the Safeguarding Management Group over how to support the DSAs to improve the rate of DBS renewals	- As in 2. above – escalation process for non-conformity to policy required	- Safeguarding Team for BSMG approval	- July 2016	- As in 2. above.

9.	The different safeguarding challenges presented by the characteristics of the Isle of Wight need to be better understood and steps taken to increase the inclusion of the clergy on the island. Such steps could include audit / review activity and hosting one of the diocesan senior management groups on the island	<ul style="list-style-type: none"> - Analysis of DBS and training stats - Parish reviews 	<ul style="list-style-type: none"> - Safeguarding Administrator - DSA – Policy & Training 	<ul style="list-style-type: none"> - November 2016 - November 2016 	<ul style="list-style-type: none"> - This work is currently ongoing
10.	There is a need for open discussion within the Church about the challenges faced in terms of personal / professional boundaries, due to the inevitable overlap between family and friends and the congregations. There needs to be clarity around when such overlaps mean that management control of situations need to be dealt with by others, even in the context of no identified safeguarding concerns	<ul style="list-style-type: none"> - Continue with Leadership Training that incorporates work on personal/professional boundaries - New safeguarding policy - Local 'how to' guides to be produced if required - Embed in training programme 	<ul style="list-style-type: none"> - DSA – Policy & Training - National Safeguarding Team - Safeguarding Team for BSMG approval - DSA – Policy & Training 	<ul style="list-style-type: none"> - Ongoing - Autumn 2016 - Dependent on above 	<ul style="list-style-type: none"> - Currently in Leadership training but SCIE felt it is a serious issue that needs dealing with at a national level. - This is dependent on the national safeguarding policy which is due in the autumn which will inform the local 'how to' guides and then be embedded in the training programme.
11.	The diocese produce a handbook specifically for Parish Safeguarding Representatives and provide tailored training	<ul style="list-style-type: none"> - Continue with Leadership Training that incorporates work on the role of the Safeguarding Representatives - Role and responsibilities pamphlet to be developed - Tailored training to be embedded in Leadership Training. - Safeguarding Rep Conference 	<ul style="list-style-type: none"> - DSA – Policy & Training - DSA – Policy & Training - Safeguarding Team 	<ul style="list-style-type: none"> - July 2016 - Ongoing - 2017 	<ul style="list-style-type: none"> - Continue with Leadership Training - The pamphlet is being developed at the moment by the DSA – Policy & Training - Make the role description of the Safeguarding Representative available on the website - The role of the parish safeguarding representatives is clearly outlined in the Leaders training.

					- Firm proposals to be brought to the BSMG in November.
12.	Explore possibility of a regional network for safeguarding panel chairs, or some other benchmarking mechanism.	<ul style="list-style-type: none"> - Regional network for safeguarding panel chairs - Benchmarking system 	<ul style="list-style-type: none"> - National Safeguarding Team - National Safeguarding Team 	<ul style="list-style-type: none"> - TBC - TBC 	