

ISSUE

16

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# Safeguarding Matters

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Welcome to our winter edition of Safeguarding Matters, in which we provide you with details of next years training programme, as well as an update of the key safeguarding developments which have taken place over the last year.

2015 has been a busy year for the Church of England who have made significant progress in implementing a national safeguarding framework for policy, training and casework. This work has led to an increasingly stronger collaboration with all Dioceses, and the benefits of such an alliance have been significant. However, these initiatives have also created some challenges for the Diocesan Safeguarding team, as we strive to ensure our current arrangements are consistent with national safeguarding standards.

Whilst we recognise there is still more work to do, we hope you will join us in celebrating our achievements for this year, and we look forward to working with you in 2016.

Have a great Christmas and New Year!

*From the Diocesan Safeguarding Team*

# SAFEGUARDING DEVELOPMENTS

## National Safeguarding Developments

The Church of England continues to strive for greater consistency to safeguarding practice across all its 42 Dioceses. As part of its *Towards a Safer Church Transformation Plan* the national team proposes to roll out further Diocesan safeguarding audits, as well as revise the Church of England's key policies on safeguarding children and adults into a single policy called 'Protecting All God's People'. There are also plans to introduce a National Learning and Development framework, which will incorporate core training modules on specific subjects that every Diocese will be required to deliver. For more information about these initiatives go to the Church of England website <https://www.churchofengland.org/>

## Portsmouth Diocese Safeguarding Developments

### Parish Review

In our June newsletter we informed you about our plans to introduce parish reviews across the Diocese in order to help us to understand to what extent safeguarding practice is embedded in parish work and the services they provide. Margaret Chappell has been leading this project and has now completed the reviews of the participating parishes that were included in the first sample.

We will update you as to the results of these in the next newsletter, but in the meantime, churches who are interested in participating in the second stage of the review process should contact the Safeguarding Office.



### E-Learning

Our Basic Awareness and Response to Safeguarding Children and Adults e-learning programmes have been in place for over a year now, and since this time approximately 900 individuals have completed the on-line training and received a certificate. However, there have been some significant safeguarding developments since its launch, and we are currently in the process of reviewing our programmes to ensure that they remain current and relevant. In view of this, both on-line training modules will not be available during January whilst we update them, and we would be grateful if you could make all your workers aware of this to avoid any confusion.

# SAFEGUARDING DEVELOPMENTS

## Diocesan Safeguarding Handbook 'In Safe Hands'

The Diocesan Safeguarding Handbook 'In Safe Hands' was last issued in 2010, and since this time there have been some changes to safeguarding guidance, particularly in the area of recruitment and selection. As outlined opposite, the national safeguarding team is also currently reviewing its safeguarding policy, and this will be presented for House of Bishops approval in May 2016. Whilst we are keen to ensure that parishes have the latest safeguarding guidance, it is important that our procedures are also aligned to national church guidance. In view of this, we have



decided not to issue a new handbook until the national policy has been approved, however, we have updated Section 2A of the handbook called Recruitment and Selection in line with the National Safer Recruitment Policy and Practice Guidance. The revised guidance is included with this newsletter and is also available on the Diocesan website. All PCCs should ensure that those who are responsible

for making appointments in parishes follow this recruitment guidance with immediate effect, as failure to do so could invalidate your parish insurance and, in some instances, could constitute a criminal offence.

## Website

There are plans afoot to develop the Diocesan website, and as part of this project, we intend to create a better resources area on our webpage, where you can access and download information, such as template policies and forms, for you to use in your parish. Over the coming months, we also aim to use the website to regularly update you with the latest information on safeguarding both within and outside of the church context, as well as provide fresh insights into this area of work. Over the next year, we envisage that the website will become the most effective and efficient way for us to communicate with parishes in regard to safeguarding developments, so please do ensure you regularly check our site for updates.



# TRAINING PROGRAMME 2016

A key element of the Portsmouth Diocese's commitment to safeguarding is the training and development of all clergy and lay workers. Over the last few months, we have started to prepare our 2016 training programme which will provide participants with the knowledge and awareness to be able to do their parish role safely and effectively, whilst also being consistent with the National Church's learning and development framework. Currently, the national framework is not fully implemented, and there may be some changes to it next year, and therefore our training programme may also change in accordance with this.

## 2016 Training Modules

### Leadership (Replaces Policy Training)

- For:** All Serving Clergy, Churchwardens and Parish Safeguarding Representatives. Other role holders, such as Readers and PCC members may be required to attend depending upon their parish responsibilities.
- When:** Within three months of commencement of role and thereafter every three years. IME - During Year 6.
- Content:** Creating a Safer Church through Accountability, Response and Recording and Safer Working Practices.
- Duration:** 3½ hours with lunch provided
- Trainer:** Mary Daisy, Diocesan Safeguarding Adviser—Policy and Training
- Dates:** Thursday, 21st January 2016 (Peninsular House, Portsmouth) AM  
Friday 18th March 2016 (Portsmouth Cathedral Portsmouth) AM  
Wednesday, 18th May, 2016 (Peninsular House) PM  
Tuesday, 5th July, 2016 (All Saints, Ryde, Isle of Wight) PM

### Managing Offenders

- For:** All Clergy and parish workers/volunteers who are members of a Church Support Group for high risk offenders who worship in church under Multi-Agency Public Protection Arrangements (MAPPA).
- Content:** How members of Support Groups can support high risk offenders pastorally, Safe Supervision, Risk Assessment and Written Contracts.
- Duration:** 3 hours



# TRAINING PROGRAMME 2016

**Trainers:** Jackie Rowlands, Multi-Agency Public Protection Co-ordinator, Hampshire Police and Ian Berry, Diocesan Safeguarding Adviser

**Dates:** Tuesday, 8th March 2016 AM and PM  
Monday, 5th September 2016 AM and PM

## Safer Recruitment

**For:** All Clergy and parish workers/volunteers who have responsibility for the recruitment process and the appointment and approval of church workers in the parish.

**Content:** The principles and methods required to make safer recruitment decisions within the church context ; DBS and Barring Service

**Duration:** 2½ hours

**Trainer:** Mary Daisy, Diocesan Safeguarding Adviser—Policy and Training

**Dates:** Friday, 12th February 2016 (Peninsular House, Portsmouth) AM  
Thursday, 7th April 2016 (Peninsular House, Portsmouth) PM  
Thursday, 9th June 2016 (All Saints, Ryde, Isle of Wight) PM

## Responding to Domestic Abuse/Violence

**For:** All Clergy and parish workers/volunteers who work with adults, children and/or young people

**Content:** Provide church workers and leaders with more awareness of issues surrounding domestic abuse, including prevalence, how an abusive relationship develops and how to respond.

**Duration:** 3 hours

**Trainer:** Through Portsmouth City Council Community Safety Team

**Dates:** Please register your interest in this course to the Safeguarding Office in this instance

**AM Modules start at 9.30am**  
**PM Modules start at**  
**12.00pm with lunch or**  
**1.30pm without**

A booking form can be found at the back of this newsletter or online at  
[www.portsmouth.anglican.org/safeguarding](http://www.portsmouth.anglican.org/safeguarding)

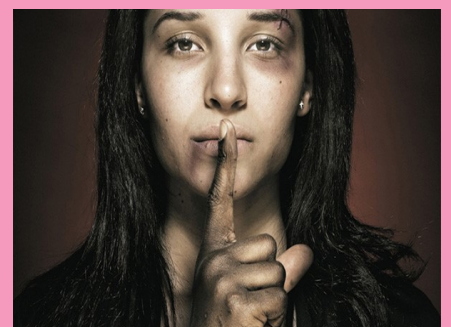
# Domestic Violence? Not in our Church ....

We often think domestic abuse is something that happens to others, but the reality is that it can happen to anyone, and sadly this includes the men, women and young people who attend our churches. Recent statistics show that each year over 2 million people suffer some form of domestic violence, and whilst women are much more likely to be victims, men can also find themselves in abusive relationships. Domestic abuse can also seriously harm children and young people and over sixty percent of domestic abuse victims have an average of two children.

Noting and acknowledging the signs of an abusive relationship is the first step to ending it, and the church can play an important role in responding appropriately with acceptance and compassion to victims. Whilst some church leaders will have a good understanding of the issues surrounding domestic abuse and are well equipped to respond appropriately, some church workers or volunteers may find it difficult to know how to respond, and are therefore reluctant to raise their concerns with the individual.

On average, victims live with domestic violence for over 2½ years before getting help, and will endeavour to seek support approximately 5 times before they manage to stop the abuse. Therefore, church workers and volunteers who have reason to suspect that someone in their congregation is experiencing domestic abuse should contact the Diocesan Safeguarding team for advice if they are not sure what to do.

**IDASH: The Integrated Domestic Abuse Service for Hampshire** is Hampshire's main domestic abuse service who offer a confidential support service for victims of domestic abuse. Their website address is <http://www.hdaf.org.uk/> and this has some excellent resources for workers and volunteers who work with victims of domestic abuse or wish to know more about it. They also offer a **free** Domestic Abuse and Violence e-learning programme which you can access through their site. We are also offering a basic awareness workshop through Portsmouth City Council. (See Training 2016 for details).



The government defines domestic violence and abuse as any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to psychological, physical, sexual, financial and emotional harm.

**SAFEGUARDING TRAINING PROGRAMME BOOKING FORM 2016**

Name: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_

Post code: \_\_\_\_\_ Contact Telephone No: \_\_\_\_\_

Email: \_\_\_\_\_

Parish: \_\_\_\_\_ Role: \_\_\_\_\_

Please provide the name and date of the training module/s you wish to attend:

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If you wish to register your interest for the following module please tick:

Responding to Domestic Abuse Yes ☐ No ☐

**You will receive confirmation of your booking within 7 working days. If you have not heard from us within this timescale please contact the Safeguarding Office on 02392 899665/677. You must try to give at least 7 days notice to cancel a place so that we can offer it to someone else. Those who fail to attend will be subject to a £5 charge.**

**Data Protection Act 1998**

This information will be used for the registration process and will be destroyed within 12 months with the exception of name, role and parish which will be retained for our training records.

