

SAFEGUARDING NEWS — March 2023

WELCOME to the seventeenth issue of the newsletter which brings the latest updates from the Safeguarding Team to all churches and chaplaincies in the Diocese of St Albans.

This issue introduces:

- * **New Zoom Drop In for Parish Safeguarding Officers**
- * **New website and FAQs page**
- * **Mentoring Schemes for Parish Safeguarding Officers**
- * **The Safeguarding Hub**
- * **Safeguarding training update**
- * **DBS Digital ID checks**
- * **If I told you, what would you do? Resources (Newcastle Diocese website)**

Foreword by the Very Reverend Jo Kelly-Moore, Dean of St Albans Cathedral

The Gospel reading from John for the third Sunday of Lent brings us the longest recorded conversation of Jesus with anyone in the Gospels – the Samaritan woman at the well. In Jesus' day most women were inherently vulnerable people by today's definition. Women needed their father, husband or other male relative in their life to secure not only their financial sustainability but also their access to any human rights. Equally women could not divorce men. In this Gospel encounter Jesus makes no judgement of the woman's situation other than note the facts. What he does do is from a place of vulnerability he calls her to life, to a kingdom where all are loved equally and, therefore, where all are safe. Needless to say, she quickly goes to tell others about this! Jesus calling people to life, to safety, is repeated over and over again in the Gospels. We need be in no doubt then that our safeguarding work – which is ministry – is at the heart of the Gospel. As a Diocese we have a real and vital focus on ensuring that everyone's safeguarding training is up to date. We are committed to this at the Cathedral which covers hundreds of people who both work and volunteer here. Please do check that your training is up to date and ask those around you in leadership if theirs is. This is a real priority – for it is Gospel work through which we offer others the gift of life in all its fullness.



New Zoom Drop In for Parish Safeguarding Officers

The safeguarding team are pleased to now be offering monthly drop-in sessions via Zoom which will be held at 9.30am for an hour on the last Friday of every month, starting this month and on the following dates:

- **31st March**
- **28th April**
- **26th May**
- **30th June**

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Zoom drop-in for PSOs continued..

- 28th July
- 25th August
- 29th Sept
- 27th Oct
- 24th Nov

One of the safeguarding team will be available to answer questions; however, please check if you can find the answer to your question on the new diocesan website safeguarding pages at <https://www.stalbansdiocese.org/safeguarding/> beforehand.



Remember if you have a question related to DBS then please first utilise the services of 31:8 who provide an outstanding DBS advice service as part of our agreement with them.

They can be contacted by any registered recruiter (DBS administrator) on 0303 003 1111 or at disclosure@thirtyoneeight.org

PSOs have already been sent the Zoom link which will be the same each month, but we'll continue to send it to PSOs once a month by email as a reminder.

We look forward to seeing you.

New website and FAQs page

The diocese has created and is finalising a new website.

The safeguarding pages on the new diocesan website can be found at <https://www.stalbansdiocese.org/safeguarding/>.

Although the previous website is still available, the safeguarding pages are being closed.

The new website includes a **Frequently Asked Questions** page with separate categories under the headings General, Safer Recruitment and DBS, and Training. This is being added to all the time and it is easy to identify the common questions where you can simply click on them for the answer. Please make use of this facility.

Mentoring Schemes for Parish Safeguarding Officers

We are hopeful that we can create a mentoring scheme where new and/or inexperienced PSO's can be mentored by those who are confident in their role and have a background with some safeguarding experience.

This scheme all depends on having volunteer mentors and I would encourage those who feel they are equipped to do this to contact us and let us know.

It can be a lonely and difficult role for those new to it. It is always good to gain knowledge, and good practice from another's experience.

We expect mentors, and those who wish to be mentored to have completed all the required safeguarding training courses. Please see the November 2021 newsletter for details:

<https://www.stalbansdiocese.org/wp-content/uploads/2023/02/Safeguarding-Training-Newsletter-November-2021-1.pdf>

If you wish to help by being a mentor, or feel you would benefit from having a mentor, then please contact Catherine Boon at cboon@stalbands.anglican.org



SAFEGUARDING

The Safeguarding Hub

We are really pleased to introduce the Safeguarding Hub to parishes. This is a very useful piece of software that sits alongside the Parish Dashboard and all Parish Dashboard users will have access to it. It will go live on 21st March in this diocese.

Safeguarding Hubs will be helping parishes with **safer recruitment and people management**.

Development began 18 months ago and it was launched in January having been trialled in two dioceses. This follows a handful of parishes that helped with testing last summer.



Please visit <https://www.safeguardingdashboards.org.uk/hubs.php> to find more about the Parish Safeguarding Dashboard and the new Safeguarding Hub.

The two short videos on the links below explain clearly how the Hub works. Please take a few minutes to watch them:

<https://www.safeguardingdashboards.org.uk/hubs.php>

<https://www.safeguardingdashboards.org.uk/hubs-stage-1.php>

From 21st March when you log in to your Parish Safeguarding Dashboard there will be an invitation on screen for you to join the Safeguarding Hub. Stage 1 will be live immediately and Stage 2 before the end of March. As with the Parish Safeguarding Dashboard, this is free to parishes. The invitation will be to everyone (who is on level 1 or has proceeded past that).

The idea again is that everything is in one place.

The difference with the Hub, compared to the Dashboard is that you will keep personal data on there.

Safeguarding training update

This is a serious note as after a lot of administration and with help from our IT department, we have uncovered some very worrying figures that show extremely low compliance around the mandatory online national safeguarding training.

Part of the problem is that many people assume that if they have completed C2 (Leadership Module) they do not have to complete C0 (Basic Awareness Module) and C1 (Foundations Module). All three modules are a requirement. Both Basic Awareness and Foundations are available online and do not take very long to complete and only need to have been completed once by those required to attend the Leadership Course.

Thank you to all who have checked and ensured they have completed their training.

For others with courses still to be completed, please do use the links provided in the Safeguarding Newsletter 15 published in November 2021 and available on the Diocesan Website <https://www.stalbansdiocese.org/wp-content/uploads/2023/02/Safeguarding-Training-Newsletter-November-2021-1.pdf> This newsletter gives clear information to the courses expected in any role and gives links to the training.

Could individuals please take personal responsibility for checking that they have completed their online courses on the national training portal, against the requirement for their role in the Safeguarding Newsletter, rather than assuming they are up to date. (Note – the leadership module data is not held on the national portal, as it is a diocesan run course).

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Safeguarding training update continued..

We are slightly behind in offering leadership courses. If yours is due, Catherine Boon will contact you to arrange a date. Please make sure you have completed C0 (Basic Awareness) and C1 (Foundations) previously as this is a requirement for the course. If you have not completed either of these before, then please do so in readiness.

For those attending the leadership course, please do make every effort to attend both sessions and complete any other work expected in good time, as non-attendance is a contributory factor in us getting behind.

With thanks as always to our volunteer facilitators and trainers who deliver the leadership course

For PCCs – the diocese has also checked the insurance position with Ecclesiastical Insurance, with whom most parishes are insured. Ecclesiastical's Underwriters have confirmed that the public liability insurance provided under their parish policies will indemnify the Policyholder against their legal liabilities provided that all reasonable precautions are taken. In the safeguarding area this means adopting best practice, including being compliant and up to date with the relevant training. This means you would not be insured in the event of a serious safeguarding issue in your parish or chaplaincy if this is not the case.

Please note that it is the responsibility of PCCs and all church leaders to pro-actively determine who still needs to complete any training, not just the responsibility of Parish Safeguarding Officers. We ask that that safeguarding training is raised as an item on your PCC agenda.

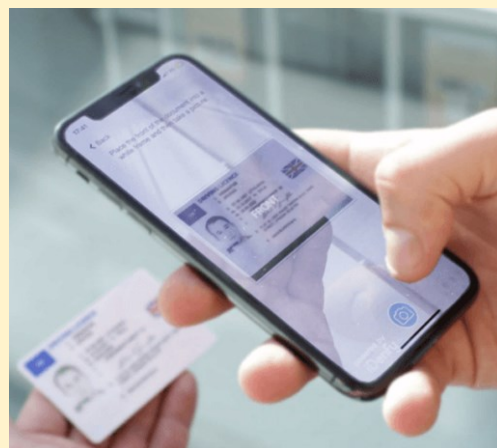
We cannot stress enough the importance of raising awareness through training.

DBS Digital ID checks are here!

From the 20th of March, the option for Digital ID Checks will be enabled for all parishes via the 31:8 system

Recruiters - there will be a 'Recruiters Update' communicated to you by email when Digital ID Checks launch containing an updated version of the 31:8 Applicants and Recruiters Guidance.

Please note – this is NOT a compulsory service, and each check completed this way incurs a cost to the parish. ID checks can simply be carried out in person in the usual way by selecting the option to complete the ID check manually.



The benefits of Digital ID Checking are:

- Fast turnaround times.
- A considerably safer and robust way of verifying ID documents.
- Uses specialist technology that an average person would never be able to replicate when trying to spot fraudulent documents.
- Current address check completed digitally – no longer a problem if the applicant does not receive any bills or bank statements in the post.
- No need for you to see the applicants' original documents – ideal if you are recruiting from outside your local area.
- The applicant can complete the ID Check from the comfort of their home – no need to arrange a time to meet in person.

Considerably cheaper than the [Post Office Certification Service](#).

What documents does the applicant need?

You can find a list of the documentation required for a Digital ID Check at <https://thirtyoneeight.org/dba-service/did-checks-documents/>.

How does it work?

1. The Recruiter invites the applicant to start an application in the normal way.
 2. Once the applicant has completed the form, the Recruiter has the option from the 'Check ID' section to invite the applicant to complete a Digital ID Check. **Before being able to send the invitation the Recruiter will see a warning that this service incurs an extra cost. The Recruiter will also have to read and tick to agree that they acknowledge this service incurs an additional cost. This cost will be to the parish.**
 3. The applicant uploads their ID Documents and a selfie.
 4. These are then independently verified by our certified identity service provider through Digital ID technology and humans.
- The Lead Recruiter receives notification that the ID Check has been completed and can proceed to complete Section Y

What is the cost of this service?

The cost for accessing this service is an admin fee per Digital ID Check submitted:

- Digital ID Checks for Basic, Standard or Enhanced DBS checks are **£4.15+VAT** each. (Normal rate £4.50+VAT each)
- A Right to work check is **£4.15+VAT** each. (Normal rate £4.50+VAT each)

Combined Right to work and Digital ID Check is **£8.30+VAT** each. (Normal rate £9+VAT each)

The above rates in bold are a discount on the normal charges and would be billed directly to the parish.

Any enquiries regarding this new system should be made by a parish recruiter registered with 31:8 on 0303 003 11 11.

Don't forget – this is not a compulsory service, and each check completed this way incurs a cost to the parish. ID checks can continue to be carried out in person in the usual way.

If I told you, what would you do?

'If I Told You, What Would You Do?' is a strategy jointly funded by Safe Spaces and the Diocese of Newcastle which aims to engage with survivors of faith-based abuse, as well as with those who need to see, hear and respond well to them. The purpose is to promote the physical, psychological, and spiritual wellbeing of those who have experienced trauma and abuse in the church. This is done by providing peer support to victims and survivors, and by helping to build up the church's communal resources of compassion and confidence in responding well to those who disclose abuse, no matter how long ago it happened. The work is part of the implementation of the House of Bishop's guidance, Responding Well to Victims and Survivors of Abuse.

[https://newcastle.anglican.org/safeguarding/if-i-told-you-what-would-you-do-/](https://newcastle.anglican.org/safeguarding/if-i-told-you-what-would-you-do/)

These resources are intended for:

- those with lived experience of abuse in a church context, those who have spoken out and those who have not yet found a voice;
- the families and friends of those who have experienced church-based abuse and are living with the consequences;
- clergy and lay members of church bodies who need to see, hear and respond well to those who have experienced trauma and abuse in the church;
- colleagues in non-church professions who work with survivors of church-based abuse (e.g. mental health services) and need to understand the particular impacts of this abuse and how to respond well. *Continued on next page*



If I told you, what would you do? continued..

Please take the time to look at this material which is extremely impactful. There are video clips of survivors speaking of their sexual abuse in a faith setting, telling their stories and giving an insight to the difficulties in disclosing.

Their words include overwhelmed, fear, despair, shame, betrayal, outrage, justice, trust, dignity, honour.

The survivors have made comments under the headings below to show their needs, and each one is accompanied by a piece of scripture.

- Would You Make Me Feel Safe?
- Would You Show Me that I Can Trust You?
- Would You Help Me Find Others Who Understand and Can Offer Me Support?
- Would You Walk with Me at My Pace?
- Would You Encourage Me to Use My Voice?
- Would You Respect My Choices?
- Would You Value Who I Am Right Now?

There are printable resources and also a downloadable musical score. The composer was a victim of sexual abuse in a church context, and of hostile responses by the church when the abuse was disclosed. The piece is dedicated to all who have suffered similar things, and to those who love and support them.

We would urge you to visit the site and read the literature, listen to the music and watch the videos to help in understanding the effects of abuse within a faith setting in order that we may provide a better response. Please make use of the resources in your church.

Safeguarding Team



Your Diocesan Safeguarding Team are:

Diocesan Safeguarding Adviser (DSA) Jez Hirst 01727 818107 or mobile 07867 350886
Full time.



Assistant DSA Martyn Hedley 01727 818106 or mobile 07391 010033
Martyn works part time and his usual work days are Monday, Tuesday and Wednesday.



Assistant DSA Mandy Davies 01727 818117 or mobile 07771 179015
A key part of Mandy's role is the co-ordination, preparation, and delivery of safeguarding training. Mandy works part time. Her usual work days are Wednesday, Thursday and Friday.



Assistant DSA Dave Adams 01727 818104 or mobile 07469 351357
Full time.

Email address for all DSAs: safeguarding@stalbans.anglican.org



Catherine Boon, Training and Safeguarding Administrator
01727 818103 cboon@stalbans.anglican.org
Catherine works Monday-Friday between 9:15am and 2.45pm



Introducing Lesley Shrosbree, DBS and Safeguarding Administrator
01727 818101 dbs@stalbans.anglican.org
Lesley joined the team in September 2022 and works Monday-Thursday 9:30am-2:00pm and Friday 1:30pm – 4:30pm



**Safeguarding is
everyone's
responsibility**

Going Deeper into God • Making New Disciples • Transforming Communities

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