

## Safeguarding Worksheet 1A

# Promoting a healthy and safe culture

Safeguarding Standard 1 relates to culture, leadership and capacity.

The Church of England published *Responding Well to Victims and Survivors of Abuse* in 2021. This includes the following mandatory requirements:

- 1.1 *Church Bodies must promote a healthy, compassionate and safe culture which facilitates disclosures.*
- 1.2 *Church Bodies must regularly review their culture using the section 'Characteristics of a healthy and safe church cultures', to consider how their culture can be made healthier and safer, and make any changes identified.*

*Section 1: Responding well to all victims and survivors*

Therefore, the PCC must consider how they can better promote a healthy and safe church culture.

## In preparation for the PCC meeting

Where appropriate, the incumbent and Parish Safeguarding Officer should seek the views of known victims and survivors of abuse.<sup>1</sup>

This worksheet (including the 'Characteristics of a healthy and safe church culture') should be distributed to PCC members prior to the meeting.

Ask PCC members to consider these questions:

- What are some of the strengths of our church culture?
- What are the main weaknesses of our church culture?

## During the PCC meeting

1. Ask PCC members to share their answers to the above two questions.
2. Ask the PCC to identify some specific actions that will better promote a safe, compassionate and healthy culture within the church.

Ensure the actions are recorded in the minutes of the meeting – What? ...Who? ...When?

## Repeating this discussion

The National Safeguarding Team recommends a three-year cycle for implementing and reviewing the *Safeguarding Standards*.<sup>2</sup>

This worksheet should be used at least once during this three-year cycle.

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<sup>1</sup> Please don't ask a victim or survivor if it's unlikely that they would want to be involved, or if you have concerns about it triggering past abuse.

<sup>2</sup> *National Safeguarding Standards and QA Framework* - page 4

## Safeguarding Worksheet 1B

# Promoting the welfare of vulnerable groups

Safeguarding Standard 1 relates to culture, leadership and capacity.

An indicator of 'what good looks like' is:

- 1.6 *Those in leadership roles engage with and promote the welfare and voice of children, vulnerable adults, victims and survivors of abuse, as well as those who are the subject of concerns or allegations of abuse.*

*National Safeguarding Standards and QA Framework - page 8*

Therefore, the PCC might like to consider how they can encourage those in leadership roles to better promote the welfare of vulnerable groups.

## In preparation for the PCC meeting

This worksheet could be distributed to PCC members prior to the meeting.

Ask PCC members to consider these questions:

- What vulnerable groups do we have in our church?
- How could those in leadership roles better engage with and promote their welfare?

## During the PCC meeting

Please note that, for reasons of confidentiality, PCC members should not expect to be told about individuals who are victims and survivors of abuse, or those who are the subject of concerns or allegations of abuse.

The following discussion should be restricted to categories of people. Individuals people must not be identified.

1. Ask PCC members to share their answers to the above two questions.
2. Ask the PCC to choose two actions that will encourage those in leadership roles to better promote the welfare of vulnerable groups.

Ensure the actions are recorded in the minutes of the meeting – What? ...Who? ...When?

## Repeating this discussion

The National Safeguarding Team recommends a three-year cycle for implementing and reviewing the *Safeguarding Standards*.<sup>1</sup>

This worksheet could be used at least once during this three-year cycle.

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<sup>1</sup> *National Safeguarding Standards and QA Framework - page 4*

# Safeguarding Worksheet 4A

## Victims and survivors of abuse

Safeguarding Standard 4 relates to victims and survivors.

The [Our Parish](#) booklet includes the following indicators of 'what good looks like':

- Our parish hears, respects, believes and genuinely cares for those who are reporting abuse.
- Our parish responds to safeguarding disclosures in a victim-centred and trauma-informed way.
- Our parish is aware of the routes to disclosure and the processes that follow and can communicate that to those who report abuse.
- Our parish acts on safeguarding concerns appropriately, transparently and in a timely manner.
- Our parish fulfils the support requirements set out in the '[Responding Well to Victims and Survivors of Abuse](#)' House of Bishops' Guidance.
- Our parish also supports victims and survivors of non-Church based abuse, abuse within churches other than the Church of England, and those with broader safeguarding issues (e.g., mental health, homelessness) in accessing relevant support services.
- Our parish ensures that the Bible and Christian theology is used with victims and survivors sensitively and with their consent, to provide care and support.

[Our Parish](#) booklet - page 3

Therefore, the incumbent and Parish Safeguarding Officer might like to meet and consider how the church might better respond to victims and survivors of abuse.

### In preparation for the meeting

Where appropriate, the incumbent and Parish Safeguarding Officer could seek the views of known victims and survivors of abuse.<sup>1</sup>

The incumbent and Parish Safeguarding Officer could consider if it would be helpful to invite other people to the meeting (e.g. clergy, readers, churchwardens, victims and survivors of abuse).

### During the meeting

Please discuss the indicators of 'what good looks like' at the top of this page.

What actions could be taken to help the church better respond to victims and survivors of abuse?

### Repeating this discussion

The National Safeguarding Team recommends a three-year cycle for implementing and reviewing the *Safeguarding Standards*.<sup>2</sup>

This worksheet could be used at least once during this three-year cycle.

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<sup>1</sup> Please don't ask a victim or survivor if it's unlikely that they would want to be involved, or if you have concerns about it triggering past abuse.

<sup>2</sup> [National Safeguarding Standards and QA Framework](#) - page 4

# Safeguarding Worksheet 5A

## Supporting people in safeguarding roles

Safeguarding Standard 5 relates to learning, supervision and support.

Two indicators of 'what good looks like' are:

- 5.8 *Those in safeguarding roles report they are well supported, feel part of a team within their setting, have strong connections with other safeguarding professionals and a healthy work-life balance.*
- 5.4 *Clergy are provided with the type and quantity of support that will meet their emotional and psychological needs arising from the traumatic impact of their work.*

*National Safeguarding Standards and QA Framework - page 20*

Therefore, the PCC might like to consider how they can better support people in their safeguarding roles.

### In preparation for the PCC meeting

Although safeguarding is the responsibility of everyone, some people have key safeguarding roles. For example: clergy, Parish Safeguarding Officer, churchwardens and those administering DBS checks.

The Standing Committee could make a list of people who have key safeguarding roles, and then invite them to a PCC meeting.

In preparation for the meeting, ask them to consider these questions:

- What are the main challenges of your safeguarding role?
- How could the church better support you in your role?

### During the PCC meeting

1. Ask those with key safeguarding roles (including clergy and the Parish Safeguarding Officer) to share their answers to the above two questions.
2. Ask PCC members to feedback what they have heard. Are there any common themes?
3. Ask the PCC to identify some specific actions to support people in their safeguarding roles.

Ensure the actions are recorded in the minutes of the meeting – What? ...Who? ...When?

### Repeating this discussion

The National Safeguarding Team recommends a three-year cycle for implementing and reviewing the *Safeguarding Standards*.<sup>3</sup>

This worksheet could be used at least once during this three-year cycle.

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<sup>3</sup> *National Safeguarding Standards and QA Framework - page 4*