Progress report - operational responses/management/day to day tasks update November 2021

This plan spans 2021-2022 and updates our day to day plans for working under the restrictions of the Covid pandemic and as we begin to emerge.

It sets out our key activities, and bullet points plans for progressing the operational day to day, and wider strategic plans.

The safeguarding strategy statement and commitment for the Diocese of Gloucester: We will do all we can to ensure that our worshipping communities offer the safest places for children and vulnerable people.
We will do this by:

- **Ensuring we comply with legislation, regulation, statutory provisions, and have regard for national Church of England guidance and House of Bishops' policy and practice guidance.**

- **Offering best practice, professional advice, guidance, training and learning, and support for all our worshipping communities, clergy and safeguarding volunteers to enable them to grow in safeguarding capacity and confidence.**

- **Ensuring best practice professional guidance and advice on HR policies and processes as they relate to safeguarding (including safer recruitment, volunteer management, capability, disciplinary, training etc).**

- **Supporting survivors and victims of abuse.**

- **Working with/in partnership with and building positive working relationships with statutory bodies and other voluntary organisations and stakeholders.**

No	Priority tasks	Content/outcomes	Timing/leads and SAP engagement
1	Casework	Day to day advice and guidance led by BR with MB • Casework specific • Safeguarding advice and guidance • Risk Assessment processes • Reviewing offender agreements • Lamplight developments • File management / archiving etc	Ongoing
2	Training and learning	Diocesan strategic developmental work led by BF https://www.churchofengland.org/safeguarding/safeguarding-learning-and-development Strategy x3yrs approved by SAP in September 2021 • Learning and Development pathways • Online modules Basic and Foundations • Leadership (2021 and 2022 catch ups) • Hybrid and flexible learning (face to face, IT, on line, E-learning) • Safer Recruitment and People Management • Link and support people • Creating innovative ways to engage and for participation to grow confidence and knowledge • Reflective learning and meaningful evaluation • Diocesan `spotlight on safeguarding' activities for 2022 • Mental Health • SAP learning – modules eg DA; Foundation module. • Governance learning – committee structures • PSOs • Volunteer and training support people • Specific specialist or focused groups (eg Spirtual Directors; Prayer Ministry).	Programme of activity for 2021 plus evaluation programme Updated Diocesan Strategy SAP 21/20b SAP report and presentation in February 2022

3	Safer Recruitment and People Management	• DBS renewals and record keeping • Widening parish support and advice – templates and resources • National launch of Safer Recruitment policy and guidance for parishes	Ongoing Strategy SAP21/19 Updated SAP 21/23
4	Deanery developments and parish developments	• Safeguarding links to strategic deanery plans • Parish Dashboard – deanery champions • Statistics – annual process	Plans due in 2022 Dashboard roll out 2021/22 Dept process in line with national requirements
5	PCR 2	• Any final outcomes from that and any TEI links to be confirmed	Confirmation of sign off and any liaison required externally.
6	Survivor and victim support	• Responding Well • Exploring resources, support and capacity • Supporting individuals/groups • Developing wider org signposting and information • Links with HR and employment policy	JK and ST to follow up
7	Governance and oversight	• Opportunities to develop and review the SAP	See SAP 21/14
8	Team support	• 1:1s • Appraisals and reviews • Prof supervision for Becca and Brett regularly takes place • Training and learning opportunities including CPD • Adjustment of team lead roles for a 6month period initially	Ongoing
9	Data management	• Reporting on national data • Tracking diocesan data for training and learning (delegates, data for refresher training, administrative systems)	Ongoing

		- Tracking and recording data for those on nationally delivered training - Blue File management (parting with and receiving files, sign off, data sampling etc - Electronic Reader files - Data for new clergy, readers, and staff joining from elsewhere, confirmation of levels of training, thresholds for refreshers etc - Data Sharing agreements as appropriate (and GDPR) - People System (nationally) - CMS (diocesan) - Electronic HR files for staff and volunteers - People HR system (diocese and Cathedral) - Parish data management	
10	National developments and consultations	- People System clergy register, data and CMS links - IICSA outcomes to apply as they come out - CDM developments - Independent reviews/learning - Regionalisation project	New People System and register currently being compiled nationally Pending national outcomes
11	Comms strategy	- Audit of website - Promotional material, resources and information inc video usage - Review of info and ease of accessibility - Links to national resources - PSO support and info/Bulletin	Feb-April 2021 Update: with LT for digital strategy
12	Cathedral SLA	- Chapter review and discussion - Volunteer training programme online - SCIE update - Role of Chapter lead for Safeguarding - Updated safeguarding handbook - Managing volunteers	May/June 2021 Nov 2021

13	Statutory Partners and networks	- LADO - Social Care - Police - Health - Community orgs - Other links - Spotting gaps and building networks	Ongoing
14	Developments and opportunities	- OneLife/SPORTILY - Wayfarers (under BMO only) - Church Army - Hope Cirencester	Complete and now ongoing These are still in development stages TBC for SAP updates