

**SAP 23/I3a**

**For our SAP May meeting, colleagues will see that there is a new Quality Assurance Framework and Brett will lead us through a consultation discussion so we can feed in to the national conversation. We have therefore not added too much detail and rag rating onto our current working plans that continue on a day to day basis. The plan is that will take the QAF and the supporting spreadsheet to track evidence and gather information and map our plans into this so rather than duplicate we are navigating the two processes currently! By the September SAP we will be able to present a much clearer one document for discussion, participation, and scrutiny.**

**JK/BR May 2023**

## **Progress report - operational responses/management/day to day 2023**

**This activity sheet spans 2023 and updates our day to day plans, it sets out our spotlight activities and areas of activity and priority for 2023 as agreed by the SAP in November 2022; it became a more flexible and organic document as we entered the Pathfinder processes, so enables us to keep track of the day to day, our core values and casework model approaches, as well as our agility in responding to changing needs.**

**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, and have regard for national church guidance and House of Bishops' policy and practice guidance.**
- **Offering best practice, professional advice, guidance and support to our churches, clergy and safeguarding volunteers to enable them to develop and champion positive safeguarding cultures, and 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 partnerships and networks with statutory bodies and other voluntary organisations.**

## 2023 overview

No	Priority tasks/elements	Content/outcomes	Timing/leads and SAP engagement/review/reporting	
1	SAP Ensure SAP is adequately resourced and appointed to	Follow up recommended people to approach	February	JK ongoing with D-IT
		Identify where new members may come from (linked to ongoing SAP review of partnerships and networks)	Ongoing	
		Identify any needs for sub groups/task or finish groups	Ongoing	
		Annual review of Terms of Reference	November 23	
		Annual review of SAP for 2023	November 23	

No	Priority tasks/elements	Content/outcomes	Timing/leads and SAP engagement	
2	SAP / and Governance	Reporting at Diocesan Synod	February (annual, completed)	JK/DIT
		Capacity and resourcing discussion This will move to February 2024 in line with Pathfinder developments in preparation for the summer	September 2023 February 2024	JK
		Check S/G on Audit Committee	Tbc for 2023	JK
		Check S/G on Resources Committee	Tbc for 2023	JK
	Opportunities for SAP engagement and participation	Ongoing		

		Reporting to BST and Chapter	Monthly	JK
--	--	------------------------------	---------	----

No	Priority tasks/elements	Content/outcomes		Timing/leads and SAP engagement
3	Safer Recruitment and People Management	Pathway module training linked to national resources in E-manual	Ongoing	BF/JK JK/AC/BF
		Development of training module to include wider HR resources	Linked to HR plan for February 2024	
		Some templates on line some templates bespoke with PCCs as appropriate		
		DBS 5yr to 3yr programme	KP ongoing Will be completed by Xmas	

No	Priority tasks/elements	Content/outcomes		Timing/leads and SAP engagement
4	Quality casework	Reports to SAP	BR ongoing	Supervision is @6weekly
		Annual meeting at BST	BR	
		Regular meetings with +Rachel	BR	
		Pathfinder external supervision	BR	
		Supervision for Asst DSA arrangements	BR	
		Change to DSO and Asst DSO processes	JK /BST	
		Review of diocesan model of casework support and any additional resource/capacity etc needed	JK and team completed	
		Ending arrangements for Lamplight /transfer records arrangements for My Concern	BR/MB Summer 2023	
		Key lead for Police networks/partnership work	BR	
		Key lead for working with LADO	BR/MB	
		Quality Assurance framework	JK with the dept	
		National statistics	BR/MB	
		Agreement review timetable	BR/MB	
		Blemished DBS	BR/MB/BF	
Reporting Serious Incidents	BR with JK			

No	Priority tasks/elements	Content/outcomes		Timing/leads and SAP engagement
5	Training and learning	Implementation of 3yt training strategy And annual calendar of events	BF ongoing	Ongoing within our three year strategy
		Recruitment and support of Link People		
		Recruitment and support of Support People		
		Sign off for DSA exemptions		
		Develop bank of trainers (diocesan wide and deanery focus)		
		Develop consultancy bank of trainer specialists		
		Shared resources, templates etc and comms		
		Review evaluation quality as evidence of culture change		
		Cathedral support - Training - Working group		
		PSO development programme		
		Website up dates for new dates and logistics		
		Comms strategy newsletters and bulletins		
		BMO and pioneering support		
		National and regional training network opportunities		
		Working with designated partnerships/networks Key lead for partnership/networking with GDASS, _ other .....		
		Clewer lead		
		MHFA lead		
		Dashboard and Dashboard pilot developments		
PCC compliance and administration				
National SCIE/other audit arrangements with PSOs and parishes				
Media promotion of events eg Safeguarding Sunday				

		Plan for 3yr training strategy review in 2024 for 2025	JK with BF in February 2024	
--	--	--	-----------------------------	--

No	Priority tasks/elements	Content/outcomes		Timing/leads and SAP engagement
6	Support focus for survivors of abuse	Working with national developments for a Survivor support strategy	BR/MB - ongoing	
		Development of Diocesan Responding Well		
		Links to Support and Link people		
		Support for individuals	I:I colleagues as appropriate	
		Links to national initiatives eg Safe Spaces		
		Checking that our resources and comms have survivor voice/participation		
		Develop resources page on line with signpost info/resources		

No	Priority tasks/elements	Content/outcomes	Timing/leads and SAP engagement																																												
7	People and Safeguarding Team	<table border="1"> <tr> <td data-bbox="689 296 1413 368">SAP arrangements (inc membership)</td> <td data-bbox="1413 296 1682 368">JK ongoing</td> </tr> <tr> <td data-bbox="689 368 1413 408">Independent Chair rels and SAP planning</td> <td data-bbox="1413 368 1682 408"></td> </tr> <tr> <td data-bbox="689 408 1413 448">Management of Cathedral SLA</td> <td data-bbox="1413 408 1682 448"></td> </tr> <tr> <td data-bbox="689 448 1413 488">Management of Sportily SLA</td> <td data-bbox="1413 448 1682 488"></td> </tr> <tr> <td data-bbox="689 488 1413 528">Sign off on BMOs for safeguarding capacity</td> <td data-bbox="1413 488 1682 528"></td> </tr> <tr> <td data-bbox="689 528 1413 600">Sign off for applications to LDF for HR and S/G governance</td> <td data-bbox="1413 528 1682 600"></td> </tr> <tr> <td data-bbox="689 600 1413 671">Team support, I:ls appraisals, objectives and support</td> <td data-bbox="1413 600 1682 671"></td> </tr> <tr> <td data-bbox="689 671 1413 711">Budget management</td> <td data-bbox="1413 671 1682 711"></td> </tr> <tr> <td data-bbox="689 711 1413 751">Capacity and resources overview</td> <td data-bbox="1413 711 1682 751"></td> </tr> <tr> <td data-bbox="689 751 1413 791">BST reporting</td> <td data-bbox="1413 751 1682 791"></td> </tr> <tr> <td data-bbox="689 791 1413 863">Annual and appropriate governance reporting BC/Resources/Audit Committees</td> <td data-bbox="1413 791 1682 863"></td> </tr> <tr> <td data-bbox="689 863 1413 903">Lead for GCC partnership/network</td> <td data-bbox="1413 863 1682 903"></td> </tr> <tr> <td data-bbox="689 903 1413 943">People System, clergy / register</td> <td data-bbox="1413 903 1682 943"></td> </tr> <tr> <td data-bbox="689 943 1413 983">National and regional networks</td> <td data-bbox="1413 943 1682 983"></td> </tr> <tr> <td data-bbox="689 983 1413 1023">Pathfinder diocese and Board</td> <td data-bbox="1413 983 1682 1023"></td> </tr> <tr> <td data-bbox="689 1023 1413 1062">HR and safeguarding</td> <td data-bbox="1413 1023 1682 1062"></td> </tr> <tr> <td data-bbox="689 1062 1413 1102">Team development and cpd</td> <td data-bbox="1413 1062 1682 1102"></td> </tr> <tr> <td data-bbox="689 1102 1413 1142">Overview of partnerships/networks plans/strategy</td> <td data-bbox="1413 1102 1682 1142"></td> </tr> <tr> <td data-bbox="689 1142 1413 1182">Senior L'ship follow up</td> <td data-bbox="1413 1142 1682 1182"></td> </tr> <tr> <td data-bbox="689 1182 1413 1222">Into incumbency overview</td> <td data-bbox="1413 1182 1682 1222"></td> </tr> <tr> <td data-bbox="689 1222 1413 1262">Curate overview</td> <td data-bbox="1413 1222 1682 1262"></td> </tr> <tr> <td data-bbox="689 1262 1413 1302">Project manager for new audit process (other)</td> <td data-bbox="1413 1262 1682 1302"></td> </tr> </table>	SAP arrangements (inc membership)	JK ongoing	Independent Chair rels and SAP planning		Management of Cathedral SLA		Management of Sportily SLA		Sign off on BMOs for safeguarding capacity		Sign off for applications to LDF for HR and S/G governance		Team support, I:ls appraisals, objectives and support		Budget management		Capacity and resources overview		BST reporting		Annual and appropriate governance reporting BC/Resources/Audit Committees		Lead for GCC partnership/network		People System, clergy / register		National and regional networks		Pathfinder diocese and Board		HR and safeguarding		Team development and cpd		Overview of partnerships/networks plans/strategy		Senior L'ship follow up		Into incumbency overview		Curate overview		Project manager for new audit process (other)		
SAP arrangements (inc membership)	JK ongoing																																														
Independent Chair rels and SAP planning																																															
Management of Cathedral SLA																																															
Management of Sportily SLA																																															
Sign off on BMOs for safeguarding capacity																																															
Sign off for applications to LDF for HR and S/G governance																																															
Team support, I:ls appraisals, objectives and support																																															
Budget management																																															
Capacity and resources overview																																															
BST reporting																																															
Annual and appropriate governance reporting BC/Resources/Audit Committees																																															
Lead for GCC partnership/network																																															
People System, clergy / register																																															
National and regional networks																																															
Pathfinder diocese and Board																																															
HR and safeguarding																																															
Team development and cpd																																															
Overview of partnerships/networks plans/strategy																																															
Senior L'ship follow up																																															
Into incumbency overview																																															
Curate overview																																															
Project manager for new audit process (other)																																															



