



WELCOME

St Werburgh's Chester Safeguarding Training

14th January 2025

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Parish Safeguarding Representatives

TODAY'S PRESENTATION

- ▶ Disclaimer
- ▶ Introductory Videos
- ▶ Safeguarding Overview
- ▶ Understanding your roles and responsibilities
- ▶ Protecting the vulnerable and protecting yourself
- ▶ Knowing where to go for support and advice
- ▶ Helping develop a culture of safeguarding
- ▶ Accessing free training
- ▶ Concluding remarks and feedback
- ▶ Closing Prayer

DISCLAIMER

SOME OF THE CONTENT IN TODAY'S PRESENTATION MAY BE DISTRESSING TO SOME PEOPLE. SO PLEASE FEEL COMFORTABLE TO TAKE BREAKS IF YOU NEED. WE ARE HAPPY TO ACCOMMODATE THIS.

IF YOU WANT TO, YOU CAN SPEAK TO SOMEONE POST PRESENTATION OR CONTACT THE DIOCESAN OFFICE IF THIS WILL HELP.

- ▶ Video 1
- ▶ Video 2

VIDEO CASE STUDIES

SAFEGUARDING OVERVIEW

MAIN OBJECTIVES

- ▶ Protecting children and vulnerable adults
- ▶ Protecting yourselves
- ▶ Creating a safe environment for everyone involved with the Parish to feel welcome

KEY DRIVERS

- ▶ Linked to Diocesan Programme
- ▶ Driven by the Bishop
- ▶ Routed in proclaiming the gospel

WHO IS AN 'ADULT AT RISK'

- ▶ Any person aged 18 or over who
 - may need care services because of mental, physical or a learning disability, age or illness.
 - may be unable to take care of themselves or protect themselves from harm/exploitation.
- ▶ Permanent or temporary status.

ADULTS AT RISK (VULNERABLE ADULTS)

- ▶ Key concepts working with Vulnerable Adults. Autonomy, capacity and ability to consent.
- ▶ All adults have a fundamental human right to choose how and with whom they live, even if this appears to involve some degree of risk.
- ▶ Can only be overridden where there is an over-riding public interest consideration.

UNDERSTANDING YOUR ROLES AND RESPONSIBILITIES

CODE OF BEHAVIOUR

DO:

- ▶ Treat all people with dignity and respect.
- ▶ Lead by example.
- ▶ Respect people's right to personal privacy.
- ▶ Plan activities which involve more than one person being present, or at least within sight or hearing of others.
- ▶ Be mindful others might misinterpret your actions, no matter how well intentioned.
- ▶ Remember we all have a responsibility to challenge unacceptable behaviour and report all allegations/ suspicions of abuse.

DO NOT:

- ▶ Permit abusive peer activities (such as name calling, ridiculing, bullying).
- ▶ Play physical contact games with children and young people.
- ▶ Show favouritism to any individual.
- ▶ Make suggestive remarks or gestures, even in fun.
- ▶ Let suspicion, disclosure or allegations of abuse go unrecorded or unreported.

PARISH ACTIVITIES

Volunteer ratios

- ▶ Minimum of 2 volunteers present.
- ▶ Ideally male & female volunteers.

Department for Education guidance

- ✓ 1 adult to every 3 children (under 5)
- ✓ 1 adult to every 6 children (aged 5-8)
- ✓ 1 adult to every 10-15 children (aged 8-11)
- ✓ 1 adult to every 15-20 children (over 11)

**Do the
volunteers
need a
DBS?**

**Who is the
designated
leader?**

**Who will
deal with
First Aid?**

**How will I
record
incidents?**

**How do I deal
with
complaints?**

**GDPR
compliance.**

**Who do I turn
to for help?**

SOME POINTS TO CONSIDER

**Emergency
contacts
and parents'
written consent**

**Who will be the
responsible adult
and responsible
persons?**

**How will I
challenge
inappropriate
behaviour such as
bullying?**

**Do I need to
create a code
of conduct?**

RESPONDING TO DISCLOSURES OR CONCERNS

A concern or allegation about a child or vulnerable adult being at risk of significant harm can come to notice in a variety of ways:

- ▶ OBSERVATION
- ▶ PATTERN OF CONCERNS OVER TIME
- ▶ DISCLOSURE



RESPONDING TO DISCLOSURES

Never promise to keep the information a secret.

Listen

- ▶ Carefully, reassuringly and without judgement.
- ▶ Don't ask probing or leading questions.
- ▶ Be patient and go at their pace.

Record

- ▶ Make a record as soon as possible of all the details given to you, using *their* words.

Refer

- ▶ Immediate danger? Report without delay to the Police, or Children's / Adults Services).
- ▶ First possible opportunity, report to Diocese Safeguarding Coordinator.

Do not under any circumstances alert the alleged abuser.

- ▶ Where the concern involves a child, we have a duty of care but also a legal obligation to refer the matter.

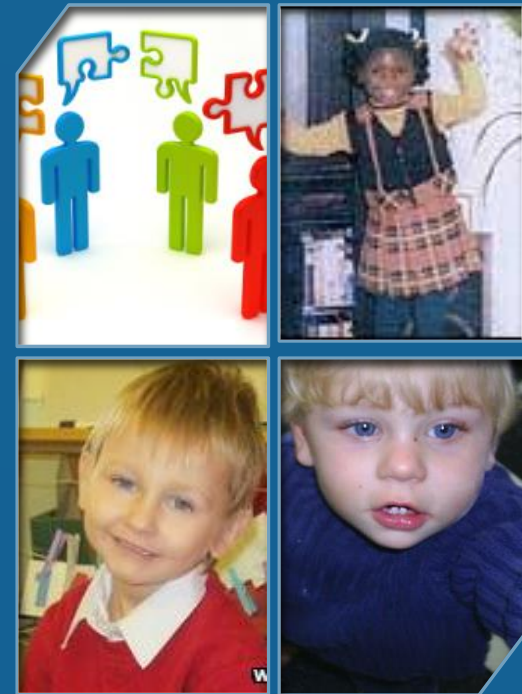
Remember that you are a referrer NOT an investigator!

BARRIERS TO DISCLOSURE

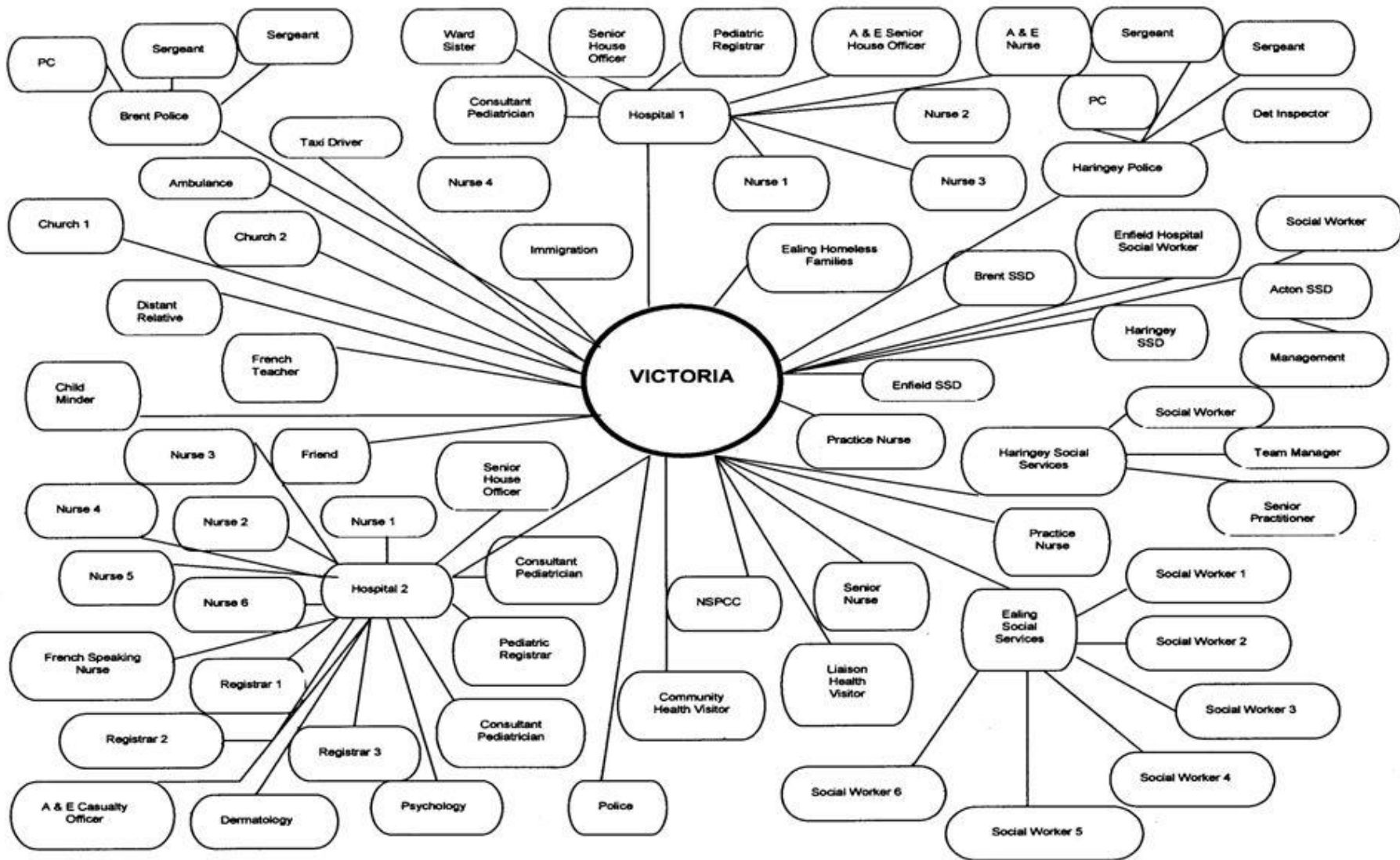
- ▶ How does a child disclose to a parent who is married to the abuser?
- ▶ How does a child/adult disclose against an abuser the parents are in awe of?
- ▶ A successfully groomed victim may have a number of distortions: they 'deserved', 'wanted' or 'enjoyed' it.

INFORMATION SHARING

- ▶ Lack of communication has been recognised as a major failing in Serious Case Reviews.
- ▶ Each piece of information is a piece of the jigsaw.



Network of Victoria's Services





WHISTLE BLOWING

- ▶ People working within the Church are often the first to realise there may be something seriously wrong within the Church.
- ▶ Fear of speaking up. Perceived disloyalty to colleagues/peers. (**Accommodation Syndrome**- too difficult to challenge behaviour or may have relationship with perpetrator)
- ▶ People may fear harassment or victimisation. Easier to ignore the concern rather than report what may just be a suspicion.

LOW LEVEL CONCERNS

Don't think...

“what if I'm wrong?”

Think...

“what if I'm right?”

SHARE CONCERNS

No matter how small, it may be nothing more than a 'nagging doubt', that someone may have acted in a manner which:

- ▶ Is not consistent with the ethos of the Church, Code of Conduct, ethics, or policy and procedures, and/or
- ▶ Even if not linked to a particular act or omission, has caused a sense of unease about that adult's suitability to work with children, young people or adults at risk.

PROTECTING THE VULNERABLE AND PROTECTING YOURSELF

WHAT IS ABUSE?

- ▶ Emotional
- ▶ Physical
- ▶ Sexual
- ▶ Neglect
- ▶ Financial
- ▶ Institutional

INDICATORS OF ABUSE

- ▶ Some indicators are highly suggestive of abuse, others are less so.
- ▶ Important to consider the child or vulnerable adult's experience of living in *their* family and lives.
- ▶ If a person has suffered one kind of abuse, the likelihood of suffering another kind is increased.

COMMON SIGNS OF ABUSE

- Unexplained changes in behaviour or personality
- Withdrawn behaviour
- Anxious
- Uncharacteristically aggressive
- Lacking social skills and has few friends, if any
- Poor bond or relationship with a parent
- Knowledge of adult issues inappropriate for their age
- Running away or going missing
- Always choosing to wear clothes which cover their body.

These signs don't necessarily mean that someone is being abused, there could be other things happening in their life which are affecting their behaviour

EMOTIONAL ABUSE (TYPES OF ABUSE)

- ▶ Deprivation of contact (*isolation from universal services e.g. health, education*).
- ▶ Humiliation or degrading behaviour.
- ▶ Controlling behaviour & intimidation.
- ▶ Harassment
- ▶ Isolation or withdrawal from services/support networks

EMOTIONAL ABUSE (OUTCOMES)

- ▶ Difficulty gaining contact
- ▶ Unusual communication-perpetrator scripted?
- ▶ Fear of making mistakes.
- ▶ Extremes of passivity or aggression.
- ▶ Drug or solvent abuse-coping mechanism.

PHYSICAL ABUSE (TYPES OF ABUSE)

- ▶ Hitting
- ▶ Pushing
- ▶ Kicking
- ▶ Misuse of medication
- ▶ Inappropriate physical restraint

PHYSICAL ABUSE (OUTCOMES)

- ▶ Object shaped injuries.
- ▶ Injuries not receiving medical attention.
- ▶ Change of behaviour (avoiding abuser).
- ▶ Repeated presentation of minor injuries/illnesses - 'cry for help'.
- ▶ Improbable injury excuses.
- ▶ Fear of returning home.

SEXUAL ABUSE (TYPES OF ABUSE)

- ▶ Rape & sexual assault. The victim has not consented, could not consent, or was coerced into consenting.
- ▶ Sexual contact with a child (e.g. non-contact activities, online grooming, IIOC Indecent Images of Children)
- ▶ Inappropriate touching.
- ▶ Sexual innuendoes. Sharing dirty jokes. Encouraging sexualised behaviour.

SEXUAL ABUSE (OUTCOMES)

- ▶ Control of victim's body image (anorexia, bulimia or self-harm).
- ▶ Sexualised drawings, play or language.
- ▶ Low self-esteem, suicidal gestures, self-harm.
- ▶ Inappropriate sexualised displays of affection.
- ▶ Inappropriate internet usage.
- ▶ Unexplained gifts of money/phones etc.
- ▶ Secrecy about social activities or the identity of *special friends*.

Sexual abuse perpetrated by a member of the church can have a profound impact on faith and spiritual development.

NEGLECT (TYPES OF ABUSE)

- ▶ Ignoring medical or physical care needs.
- ▶ Not meeting basic care needs (housing, warmth, nutrition).
- ▶ No access to universal services (education/ healthcare/ social services).
- ▶ Failure to follow policies & procedures.

NEGLECT (OUTCOMES)

- ▶ Malnutrition.
- ▶ Rapid or continuous weight loss.
- ▶ Inadequate or inappropriate clothing.
- ▶ Lack of personal care/hygiene.
- ▶ Untreated medical problems e.g. pressure ulcers.
- ▶ Frequent accidents due to low levels of, or inadequate, supervision

FINANCIAL ABUSE (TYPES OF ABUSE)

- ▶ Theft.
- ▶ Fraud/ exploitation.
- ▶ Pressure concerning wills, property, inheritance.
- ▶ The misuse or misappropriation of possessions/benefits.

FINANCIAL ABUSE (OUTCOMES)

- ▶ Sudden loss of assets.
- ▶ Unusual or inappropriate financial transactions.
- ▶ Visitors whose visits always coincide with the day a person's benefits are cashed.
- ▶ Insufficient food in the house.
- ▶ Bills not being paid.
- ▶ Financially responsible person evasive or uncooperative.

INSTITUTIONAL ABUSE

Care activity delivered to suit the needs of the organisation rather than the user.

Can vary in seriousness:

- ▶ Poor practice- can be addressed with the provider.
- ▶ Dangerous & abusive practice- notification to statutory authorities.

Types of Abuse:

- ▶ Times for rising and going to bed set to suit staff.
- ▶ Sensory deprivation (no hearing aid / spectacles).
- ▶ Inflexible/Set times for drinks/meals.
- ▶ Set toilet times.
- ▶ Call bells unanswered during staff breaks.
- ▶ Lack of appropriate equipment.
- ▶ Denial of visitors / phone calls.

CREATING SAFER ENVIRONMENTS

- ▶ Risk Assessments.
- ▶ Incident Report.
- ▶ Parental Consent
- ▶ Photo/Image Consent.
- ▶ Session Recording Sheet.

* All available from the Safeguarding Office or website*

WHAT DO WE MEAN BY RISK?

- ▶ Unrealistic assuming ALL risk can be eliminated.
- ▶ Church should provide a 'safe environment'.
- ▶ Minimise risk through protective factors.



HOW DO WE MINIMISE RISK?

“The harsh reality is that if a sufficiently devious person is determined to seek out opportunities to work their evil, no one can guarantee that they will be stopped.

Our task is to make it as difficult as possible for them to succeed”.

(Bichard Inquiry Report 2004).



SAFER RECRUITMENT

- ▶ DBS17 Consent Form GDPR
- ▶ DBS1 Volunteer Registration Form
- ▶ Reference checks (x2)
- ▶ DBS4 Safeguarding Self-Declaration (Rehabilitation of Offenders Act)
- ▶ DBS application.
- ▶ DBS3a Identity Verification.
- ▶ Volunteer Role Descriptions.
- ▶ Code of Conduct & Safeguarding Declaration.

volunteer supervision

KNOWING WHERE
TO GO FOR
SUPPORT AND
ADVICE

PARISH SAFEGUARDING REPRESENTATIVES



SENT TO
HELP US....

▶ www.catholicsafeguarding.org.uk

▶ www.dioceseofshrewsbury.org/safeguarding

SAFE SPACES

Free and independent support service, providing a confidential, personal and safe space for anyone who has been abused through their relationship with either the Church of England, the Catholic Church of England & Wales or the Church in Wales.

Tel: 0300 303 1056



OTHER ORGANISATIONS

▶ **Mind** - mental health problems, self-harm, legislation and details of local help and support in England and Wales.

Phone: 0300 123 3393 (weekdays 9am - 6pm)

▶ **Rethink Mental Illness** - practical help and information for anyone affected by mental illness on a wide range of topics such as The Mental Health Act, living with mental illness, medication and care. Phone: 0808 801 0525 (Mon-Fri 9.30am-4pm)

▶ **Age UK** - Advice on Covid-19, Money & Legal, Health & Wellbeing, Care & Support, Work & Learning Phone: 0800 678 1602 (365 days a year 8am-7pm)

*Telephone Friendship- Get a weekly friendship call. Age UK will match you with a volunteer for contact.

▶ **Samaritans** – Tel: 116 123

▶ **Domestic Violence Helpline** - Tel: 0808 200 0247 www.cedar.uk.net

HELPING DEVELOP A CULTURE OF SAFEGUARDING

RECAP

- ▶ Your Roles & Responsibilities
- ▶ Protecting the Vulnerable & Protecting Yourself
- ▶ Knowing where to go for Support & Advice

ACCESSING FREE TRAINING

CATHOLIC SAFEGUARDING STANDARDS AGENCY LEARNING MANAGEMENT SYSTEM (LMS)



Level 1 Safeguarding in the Catholic Church

Reference materials for casual volunteers in the parish

Enroll



Level 2 Safeguarding in the Catholic Church - DBS no barred list check

Our intermediate training course in safeguarding for volunteers in the Catholic Church, who require a DBS which is not checked against the barred list(s). Please...

Enroll



Level 3 Safeguarding for Volunteers in the Catholic Church - DBS with barred list

Our advanced training course in safeguarding for volunteers in the Catholic Church, who require a DBS certificate which is also checked against the barred..

Enroll

<https://training.catholicsafeguarding.org.uk/>

LMS

- ▶ **LEVEL 1** Safeguarding un
the Catholic Church
 - ▶ Reference materials for
casual volunteers in the
Parish
- ▶ **LEVEL 2** Safeguarding in
the Catholic Church
 - ▶ DBS no barred list check
- ▶ **LEVEL 3** Safeguarding in
the Catholic Church
 - ▶ DBS with barred list

CONCLUDING REMARKS AND FEEDBACK

WHAT HAVE YOU LEARNED?

Feedback from breakouts

- ▶ What are you taking away?
- ▶ What will you do?

CLOSING PRAYER

DEAR GOD,
HELP US TO BE A CHURCH THAT:
LOVES, WELCOMES, PROTECTS.
LISTENS, LEARNS, SERVES.
REPENTS, RESTORES, TRANSFORMS.
VALUES, CARES, BELIEVES.
GOD OF JUSTICE AND COMPASSION, HEAR
OUR PRAYER.
HELP US, HEAL US, GUIDE US, WE PRAY.
IN JESUS NAME.
AMEN.