DIOCESE *of* OXFORD
A Christ-like Church for the sake of God's world

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SESSION AIM

- **To raise awareness of the Church of England Safer Recruitment and People Management Guidance (2021) and its implications for parishes and churches across the Diocese and introduce the self audit tool – the Dashboard**

DETAILS OF THE GUIDANCE

- **Scope: focused on roles that include substantial contact with children, young people and vulnerable adults**
- **Structure: split into three sections:**
  - **Requirements – 'must do's'**
  - **Good practice – advice and explanations on how to deliver; why?**
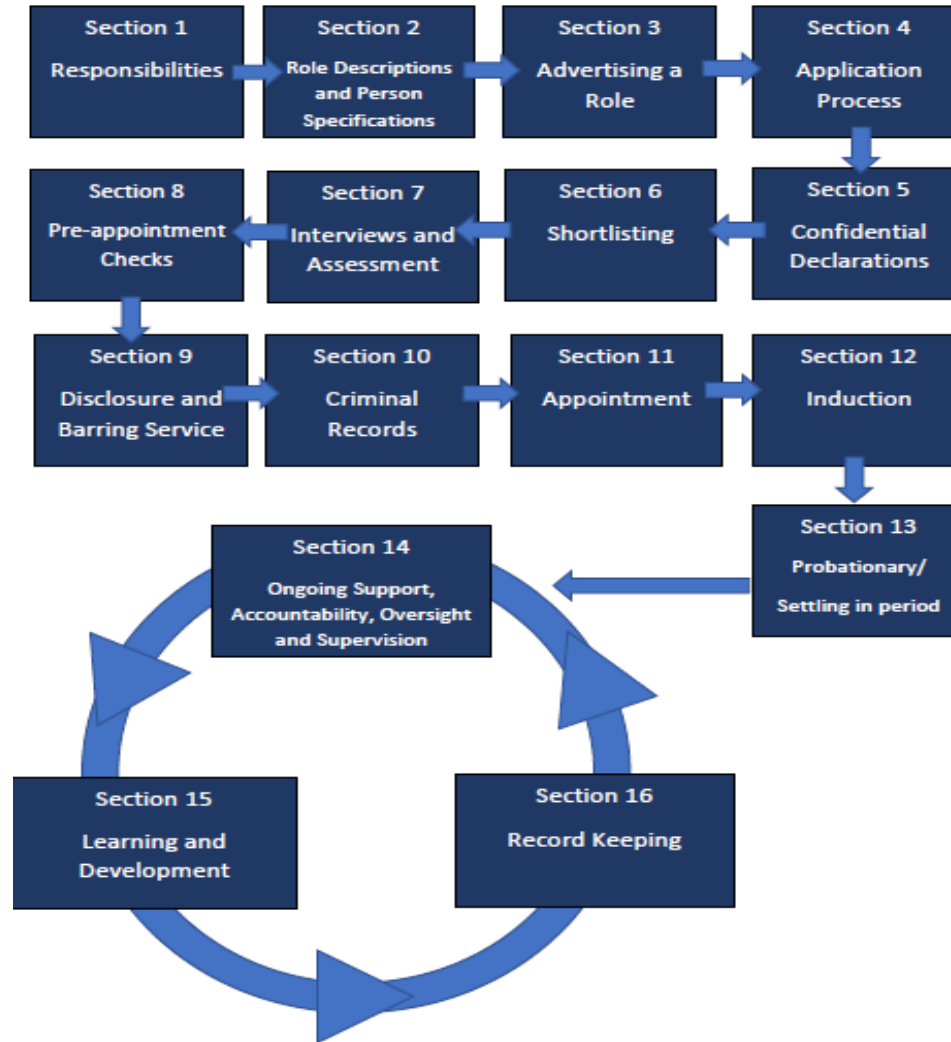 - **Toolkit – templates to be used when they don't exist (available on the e-Manual)**

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REQUIREMENTS

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Section 1          Section 2          Section 3          Section 4
Responsibilities   Role Descriptions  Advertising a      Application
                   and Person         Role               Process
                   Specifications

Section 8          Section 7          Section 6          Section 5
Pre-appointment    Interviews and     Shortlisting       Confidential
Checks             Assessment                            Declarations

Section 9          Section 10         Section 11         Section 12
Disclosure and     Criminal           Appointment        Induction
Barring Service    Records

                                                         Section 13
                                                         Probationary/
                                                         Settling in period

                   Section 14
                   Ongoing Support,
                   Accountability, Oversight
                   and Supervision

Section 15                            Section 16
Learning and                          Record Keeping
Development
```

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KEY CHANGES

- **DBS Renewals – Every 3 years**
- **DBS Portability – Must use DBS Update Service**
- **Confidential Declaration Forms – Only for roles eligible for an Enhanced DBS check**

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KEY CHANGES

- **Training compulsory for those <u>recruiting and supervising</u> postholders in roles within the scope of the Guidance**
- **Introduction of the Assessment Tool**
- **Extension of the 'safer' element into the 'people management' systems**

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WHAT NEXT?

- **Use Assessment Tool**
  - **to identify compliance, progress, gaps and actions**

- **Have policies and procedures that are:**
  - **sensible and proportionate**
  - **simple, clear**
  - **applied fairly and consistently**
  - **accessible**

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WHAT NEXT?

- Identify a responsible person for any role that falls within the scope of the Guidance
- Encourage PCC to have safeguarding as a standing item on their agenda
- Engage in Area meetings where good practice and learning is shared
- Utilize the Dashboard system
- Use Training Portal to learn more

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SAFEGUARDING DASHBOARD

- Invitations sent to Incumbent and PSOs as 'owners' of the Dashboard.

- Additional 'owners' can be added – safeguarding@oxford.anglican.org

- Three levels to complete, plus safer recruitment and people management section to complete by end of 2021.

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Timeline

- **Implementation date <u>1st January 2022</u>**

- **DBS changes offer a two-year window from implementation date**

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RESOURCES

- **E-Manual**
- **Workshops**
- **Assessment Tool**
- **Safeguarding Training Portal**
- **Diocesan Parish Toolkit**
- **FAQs**

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