

Assessing and Managing Risks Posed by Offenders and Others



1

Introductions



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**2.5 hours
short break**



**Link for slides and
handbook**



**Webcam and
microphones**



**Sensitive and
confidential**

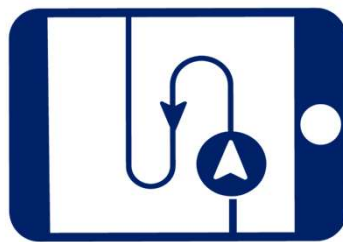


Get support



Chat facility

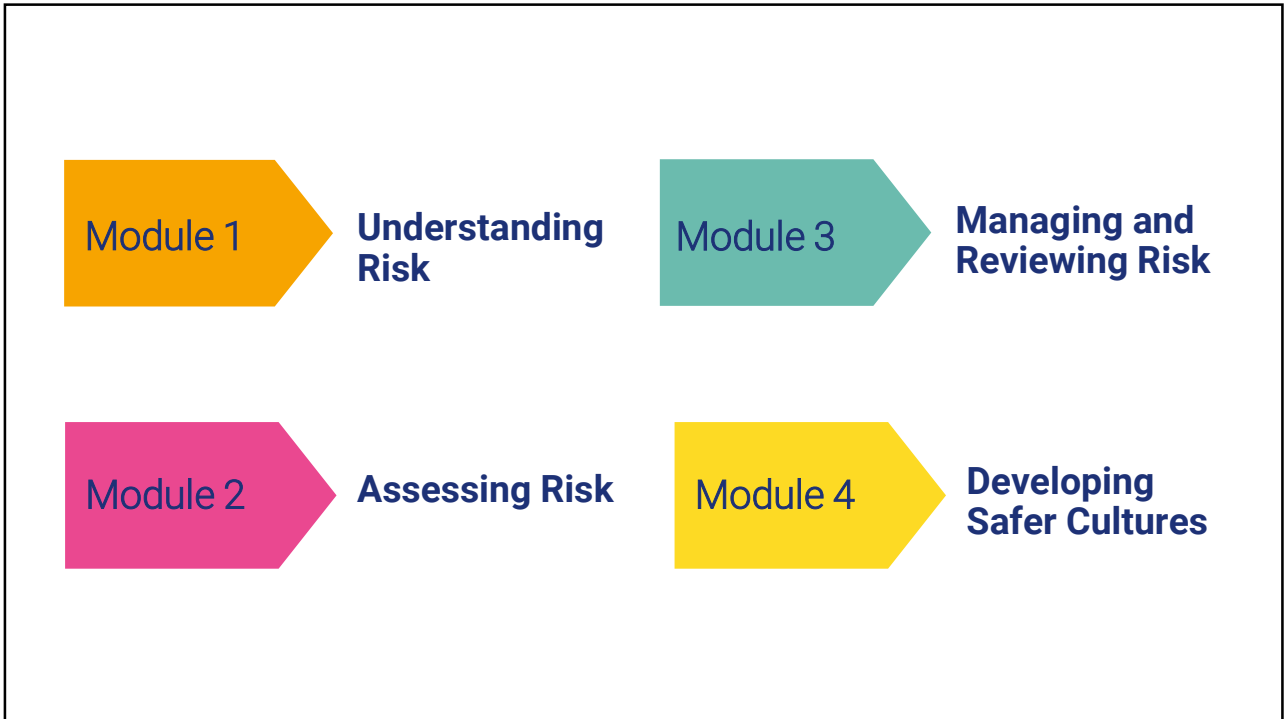
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**0303 003 1111 - Option 2
helpline@thirtyoneeight.org**



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In this module:

- Theology and legal requirements
- Types of risk
- Finkelhor's Model

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**A welcome
for all and a
safe space?**



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Are churches safe spaces ?

Churches can be vulnerable because they welcome everyone



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Recognising the ongoing tensions

- Grace, forgiveness and repentance
- Safer recruitment
- Charity commission guidance
- Learning lessons

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Exercise 1 - Recognising risk



What safeguarding risks might people present in your context?

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Potential risks

- Known/unknown convictions
- Allegations/concerns
- Unacceptable behaviours
- Lone working
- Bullying / harassment

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Potential risks cont.

- Non-recent abuse
- Children/young people
- Online engagement
- Vulnerability
- Those who pose serious risk to others

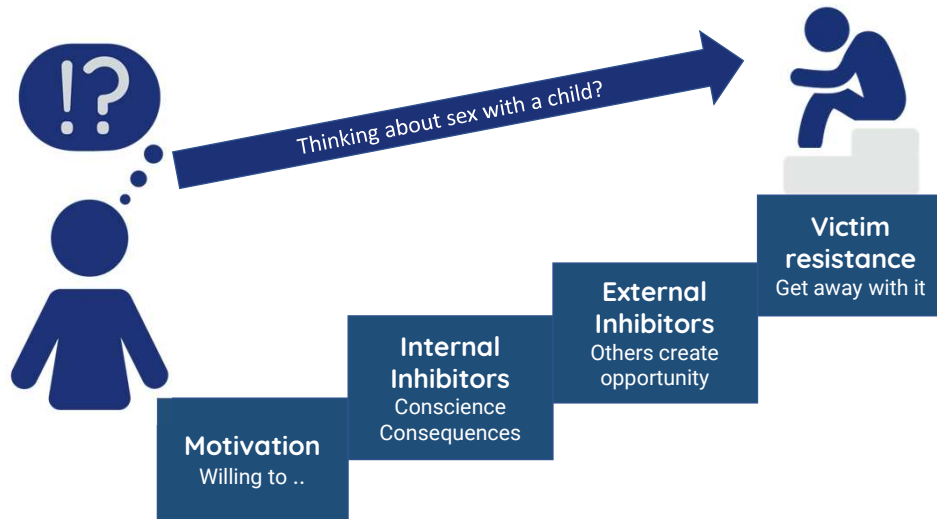
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Sexual Offences and Offenders

- Sexual offences against either children or adults
- Wide range of offences
- Indecent images of children (IIOC)

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Finkelhor Four Preconditions



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Jimmy Saville – Lessons Learned

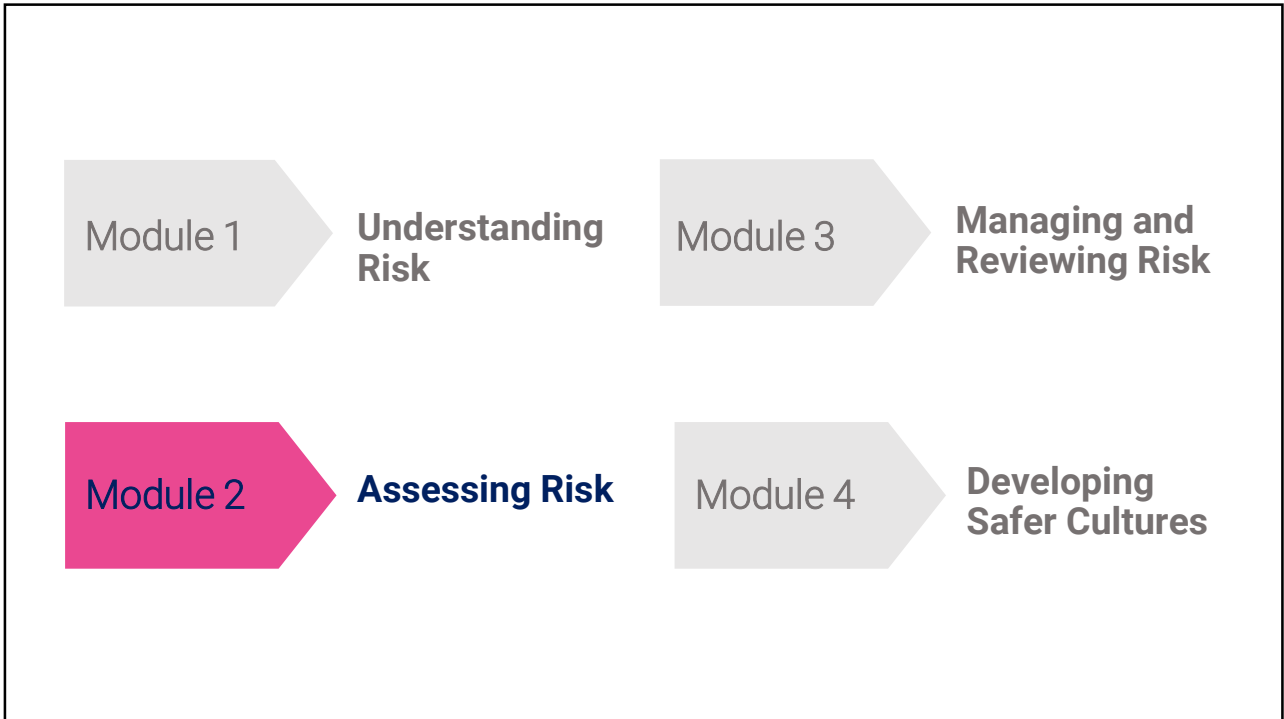
- Public role – beyond reproach
- Position of trust
- Access to vulnerable people
- Fear of reporting
- Clear DBS

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"I considered church people easy to fool...they have a trust that comes from being Christians. They tend to be better folks all around and seem to want to believe in the good that exists in people"
quote by sex offender

Questions so far?





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In this Module:

- Risk Assessments
- Gathering and sharing information
- Understanding transferable risk

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Risk Assessment Template

- What are the concerns?
- Who is at risk ?
- Can it be managed ? (high/low)
- Action – Who is responsible ?
- Action – Review/complete by a specific date ?

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Exercise 3 – Scenarios Assessment of risk



- What is the current risk ?
- What action is needed ?

Record thoughts on the risk assessment template

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Scenario 1: Michael

- Volunteer trainee worker
- Reliable and great with young people
- Struggling with pornography

Actions?

Remove from role ?



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Scenario 1: Michael

You have recruited Michael as a volunteer trainee worker, you have found him to be reliable and excellent with the young people in the area.

Six months after his recruitment he comes to you and says that he's struggling with pornography and finds he's looking at it on a regular basis.

What action should you now take ?

Should you remove him from his role ?



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Response: Michael

Risk assessment

- Not illegal to view pornography
- Consider terms of contract (if employed)
- Request information on sights viewed
- Personal issue – not affecting his church work ?

Action to take

- Discuss unsuitability of viewing such material
- Discuss accountability software
- Provide mentor and support for this issue.

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Scenario 2: Philippa

- Paid care worker
- Visiting vulnerable people
- Rumour: no receipts and outstaying welcome

Actions?

Remove from role?

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Scenario 2: Philippa

Philippa, aged 56 is a paid care worker. She has just started to work as a volunteer at the local outreach project visiting those who are vulnerable and struggle to leave their home.

You hear a rumour, that she doesn't always provide a receipt when doing the shopping and often out stays her welcome.

What action should you now take ?

Should you remove her from the befriending role ?

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Response: Philippa

Risk assessment

- Currently rumour with no substantive complaint
- Confirmation that she was safely recruited and has a clear DBS
- No previous complaints

Action to take

- Need to identify rumour from fact
- Check role profile associated with befriending – should she be shopping ?
- Establish if she works with in a pair – Is this a requirement ?

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Scenario 3: Alex

- Aged 14, attends youth club
- Crude jokes and sexual remarks
- Parent has complained



Who should be notified ?

Action needed ?

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Scenario 3: Alex

Alex, aged 14, attends youth club on a Thursday evening.

Always up to mischief, you hear from staff that he has been telling crude jokes and making sexual remarks.

One of the parents has complained about comments made to her child.

- Who should be notified ?
- What action is needed ?



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Response: Alex

Risk assessment

- Current information is low level, inappropriate remarks
- Alex known for being 'cheeky', no previous concerns
- Regular contact with youth club

Action to take

- Speak with mother making the complaint and document her concerns
- Speak with youth leaders to identify any concerns or undisclosed issues
- Work with youth group around respect and kindness towards others
- Speak with parent(s) of Alex to advise them of the concerns

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Scenario 4: John

- Allegation after social event
- Deliberately touched breasts
- Leads befriending team



Advice for woman?

Remove from role ?

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Scenario 4: John

You hold a summer barbeque and after the event one of the women contacts you and says that she wants to tell you about one of the men at the event.

She alleges that John came up to her whilst they were getting food at the buffet and she says, deliberately touched her breasts, she is upset and unsure what action to take.

John heads up the befriending team and is a long standing church member

- What advice should you now give to the woman?
- Should you remove him from his role ?

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Response: John

Risk assessment

- Serious allegation made – sexual assault
- Holds a responsible role in church (befriending)
- John is not aware of the allegation or yet able to respond

Action to take

- Encourage the woman to report the matter to the police otherwise you will need to make a 3rd party report
- Do not approach John or make others aware of allegation
- Retain notes of conversation with complainant.

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Gathering and sharing information:

- Consent where possible
- Need-to-know basis
- Confidentiality
- Liaise with professionals
- Press interest – seek advice

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Questions so far?



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Coffee break



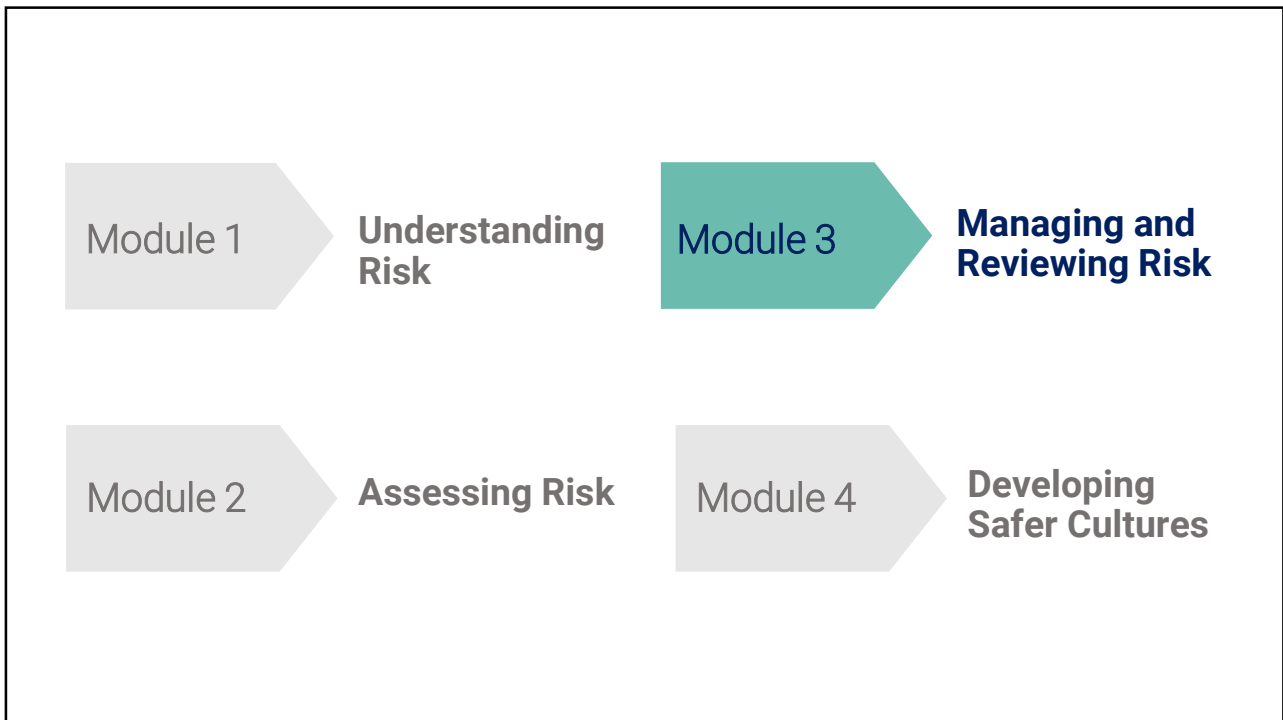
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In this Module 3:

- Managing increased risk
- Offender contracts / Written agreements
- Working in partnership

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Scenarios - Part 2



Consider the further information and update your risk assessments

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Michael - Part 2

- Bypass accountability software
- Church devices and shared offices
- Says he hasn't accessed abuse images

Add to risk assessment?

Actions?

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Michael - Part 2

It has now come to light that he has been attempting to bypass the accountability software that you put in place and has been accessing pornography on the church devices (including the phonenumber) and on his own phone.

You mention that your offices are shared with a high school though largely in an adjacent building, this is shared by other professionals such as a School Nurse etc.

He has told you that he hasn't accessed any inappropriate material involving children.

- What information would you add to the risk assessment ?
- What action should you now take ?

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Michael - Response 2

Risk assessment

Breach of IT policy using church devices inappropriately

Material accessed on church devices unknown

Office space is shared with other agencies

Action to take

Suspend from any front facing activities in church

Contact relevant Safeguarding lead for shared work space

Consider examination of computers

Consider internal discipline procedures

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Philippa - Part 2

- Doesn't give change when shopping
- Borrowed £5 and not returned it
- Most aren't concerned about the money

Add to risk assessment ?

Actions?

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Philippa - Part 2

You decide to contact all those that are recipients of the befriending service and you hear some minor grumbles that Philippa doesn't always give them their change when she does the shopping.

One person said she had borrowed £5 and hadn't returned it. Most of those visited are elderly and aren't concerned about the small amount of money.

- What would you add to the risk assessment ?
- What action would you take ?

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Phillipa - Response 2

Risk assessment

Allegations of theft from vulnerable persons

More than one complainant

Action to take

Notify the police of allegations made

Inform the police of her employment in a Care Agency

Initiate support for all those affected (Clients & staff)

Notify Trustees and Insurance for church/organisation

Request may be made to be involved in Multi Agency Meetings

Notify Charity Commission (at a later stage)

Consider advice on Press response

Nominate an appropriate person to support Phillipa

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Alex - Part 2

- Sending explicit indecent images
- Parent upset but unsure what to do
- Son is 11 years old

- Add to risk assessment?
- Actions?

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Alex - Part 2

You speak to the parent who made the original complain and she said she was upset to find Alex has been sending her son explicit indecent images of himself and some other boys.

The mother is understandably upset but unsure what to do as her son is only 11yrs

- What information would you add to the risk assessment ?
- What action is needed ?

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Alex - Response 2

Risk Assessment

Serious offences of sharing Indecent Images of a child have been alleged

Action required

Encourage mother to report to the police or make a 3rd party report

Do not contact other parents without advice from the police

Later...

Provide support for Alex and his parents

Work with LADO, school, and external risk assessments.

Consider support for youth group members and leaders

Notify trustees and Charity Commission

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John - Part 2

- Reported to police
- John admitted assault and given caution
- Wants to apologise
- Keen to return to church

Add to risk assessment?
Actions?

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John - Part 2

This matter was reported to the police and John admitted touching the breast of the woman concerned and was given a police caution for sexual assault.

John says to you that he is very sorry and he's unsure what happened. He would like to meet with the woman concerned and apologise. He is keen to return to church and put this difficult period behind him.

- Does the risk assessment need updating
- Is any action required ?

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John - Response 2

Risk Assessment

Conviction for sexual assault
Survivor still attends the church
Perpetrator wishes to attend

Action to take

Discuss wishes of the woman concerned
Contract/written agreement would be required if John attended services
Another place of worship should be notified if he goes elsewhere
Trustees notified of a safeguarding incident
Charity Commission to be notified

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Establishing a Contract:

- Frank and open discussion
- Liaise with professionals
- Prepare contract
- Sign the contract

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Establishing a Contract - continued

- Enforce and regularly review
- Key leaders aware
- Support and pastoral care
- If the contract is breached...?

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Supporting and monitoring requires:

- Policies and procedures
- Practice guidelines
- Risk assessments
- Collaboration
- Contract/agreement
- Advice

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Further information

Appendix 1 – Behaviour Risk Assessment Guidance

Appendix 2 – Sample contract for faith/community involvement



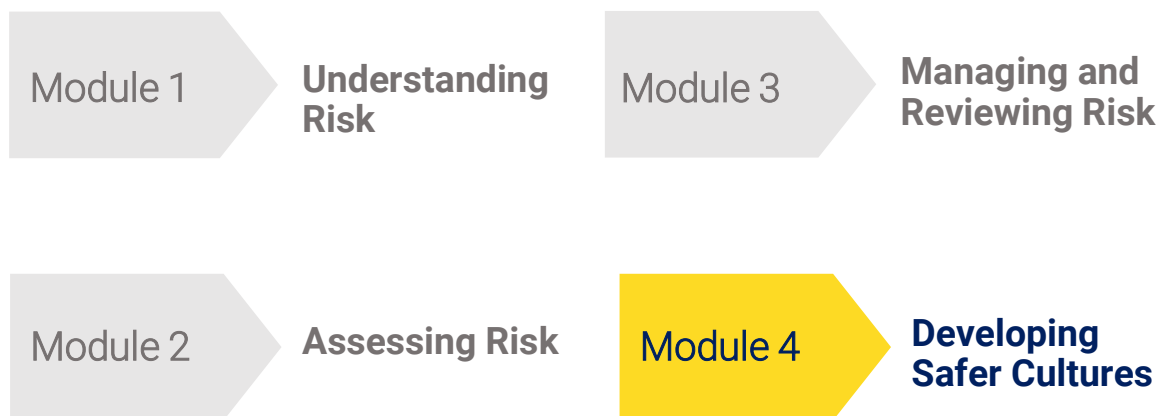
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Working in partnership

- Local Authority/multi-agency meetings
- Probation and/or police
- Other statutory authorities
- Core group/monitoring meetings
- Umbrella organisation/denomination

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Review, Reflections and questions?



In this Module:

- Key features of a safer culture
- Ongoing awareness and vigilance
- Next steps and action plan

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Exercise 5 **Safer, healthier cultures**

In your context:

What would a healthy, safer safeguarding culture look like?



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Healthy cultures

- Safe to raise concerns
- Respects, values and nurtures
- Safeguarding promoted and valued
- Confidentiality
- Clear expectations

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Awareness and Vigilance

- Everyone's responsibility
- Safer recruitment
- Culture of safeguarding
- Safer Places Pledge
- Safeguarding Sunday

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When things still aren't right...

- Breaches agreement
- Moves away
- Refuses to sign
- Re-offends

Liaising with your safeguarding coordinator is key!

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When things still aren't right...

What to do if...

- An individual breaches the agreement - **Establish reasons for the breach. Record and if necessary increase conditions on the agreement.**
- An individual moves away – **Notify relevant church/ organisation**
- An individual refuses to sign the agreement – **Can't attend !**
- An individual re-offends – **Notify police/probation**

Liaising with your safeguarding coordinator is key!

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Review

- Seek advice
- Record **all** concerns
- Document decision making and risk assessments
- Keep secure records
- Debrief and review
- Consider everyone

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Any questions?



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**If there's one thing
I've learnt...**



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**Your feedback is
important to us!**



**Please complete the online
feedback form which will be
emailed to you – thank you!**

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