



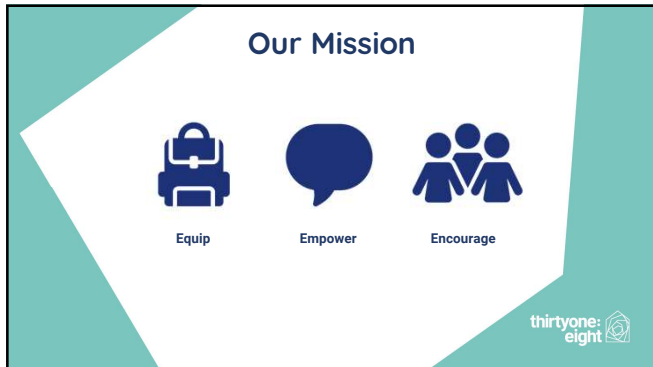
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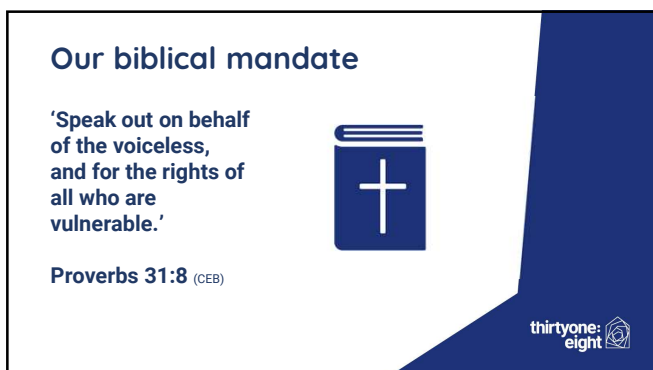
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Course content and learning objectives

Module 1


The safeguarding landscape within the charitable sector.

Module 2

Essential requirements. Serious incidents - responding and reporting.

Module 3

Case scenarios. Healthy safeguarding cultures.



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Poll

On a scale of 1-10 (1 being not at all confident, 10 being very confident), how confident do you feel about:

a) Your safeguarding responsibilities as a trustee?


b) Your organisation's safeguarding culture and processes?




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Module 1:


The safeguarding landscape within the charitable sector



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What is influencing the way charities are viewed by the public?

- Media coverage of failings in well-known charities
- IICSA, HIAI, Scottish Child Abuse Inquiry
- Lessons learnt from public inquiries
- The voice of the survivor



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“As part of fulfilling your trustee duties you must take reasonable steps to protect from harm people who come into contact with your charity.”

Charity Commission guidance: Safeguarding Duties for Charity Trustees




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Risk v effort



Level of risk

Effort to safeguard



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What are the implications for faith-based charities?

Think about your charity and area of work. Use the chat function to share your thoughts, challenges or experiences.



thirtyone:
eight

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Implications for faith-based charities

- Partnership working
- Denominational/subsidiary networks and accountability
- Positions of trust / spiritual abuse
- Boundaries between governance and practice
- Working overseas and the international context

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Charity Inquiry – Rigpa Fellowship

What happened?

- Aug 2017 - The Charity Commission was notified of the existence of a letter which had been published online
- The letter contained numerous accounts from beneficiaries describing mental, physical and sexual abuse by a spiritual leader which were alleged to have taken place over several years
- The Charity Commission opened a statutory Inquiry under the Charities Act 2011

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Charity Inquiry – Rigpa Fellowship

The inquiry was established to consider the following regulatory issues:

- The seriousness of the allegations
- The extent to which the charity provided a safe environment
- The failure to report serious incidents
- Serious concerns about governance
- Public trust and confidence concerns



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Charity Inquiry – Rigpa Fellowship

Findings:

- Senior individuals within the charity were aware of the issues and failed to address them, which exposed the charity's beneficiaries to risk of harm
- Previous allegations of mental, physical and sexual abuse had not been reported to the Commission
- Failure to report serious incidents amounted to mismanagement and/or misconduct by the former trustees



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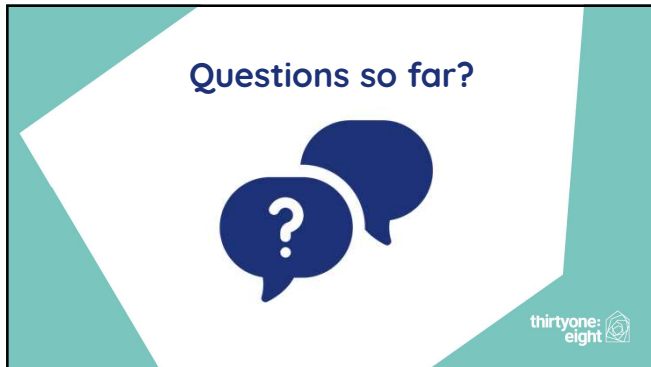
Charity Inquiry – Rigpa Fellowship

Impact:

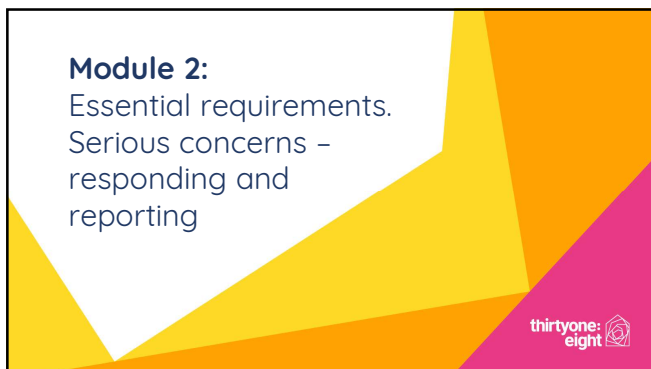
- The victims live with the trauma & knowledge that the trustees let them down
- The Commission disqualified and removed two of the former trustees
- The charity now has a new board of trustees in place and has adopted new safeguarding policies and procedures to better safeguard its beneficiaries
- Public trust and confidence has been severely affected and the charity will have to repair reputational damage



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1. A safe and trusted environment

- A trustee to hold designated responsibilities for the charity's safeguarding arrangements.
- A designated safeguarding coordinator, with operational safeguarding responsibility to identify needs, including protection from possible abuse or neglect.



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1. A safe and trusted environment

- Appropriate supervision, support and training for staff.
- Ability to assess and manage risk appropriately and robustly.



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2. Organisational culture that prioritises safeguarding

- Clear lines of management, accountability and communication.
- A culture of listening to beneficiaries (children and/or adults) to promote their wellbeing and shape services.
- A survivor-centred approach.



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3. Safeguarding policies and procedures

- A safeguarding policy that is:
 - Publicly available
 - Fit for purpose
 - Reviewed annually at board level
 - Clear about information sharing processes.
- Other safeguarding policies e.g. whistleblowing.
- A clear complaints procedure.



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3. Safeguarding policies and procedures



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4. Handle incidents as they arise

- Clear processes for responding to allegations against workers.
- Awareness of organisational responsibility to report to:
 - Statutory services
 - Criminal records
 - Charity regulators.



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4. Handle incidents as they arise

- Managing communication appropriately
 - Internally
 - Externally.
- Reflection.

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Coffee break



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eight

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5:00


thirtyone:
eight

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Checklist

Consider the checklist as we proceed to explore and evaluate your organisation's current safeguarding arrangements.





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What is a 'serious incident' or 'notifiable event'?

Harm to people who come into contact with your charity

Harm to your charity's work or reputation

Loss of your charity's money or assets

Damage to your charity's property



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Serious safeguarding incidents

Incidents of harm or mistreatment (alleged or actual) of beneficiaries of the charity (adults or children)

Someone connected to the charity was responsible for the harm or mistreatment (alleged or actual) of people who come into contact with the charity through it's work

Breaches of policies or procedures which have put people who come into contact with the charity at significant risk of harm



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What to include in a referral to the charity regulator

When making a serious incident report, you should provide details of:

- Your role and designation in the charity
- Who in the trustee body is aware of the incident (e.g. all or only the Chair)
- Details of the incident and when the charity first became aware of it
- Action being taken to deal with the incident and prevent future problems
- Reports made (if any) to the police or another regulator/statutory agency (including official reference numbers)
- Information about any media handling statements or helplines you may have set up



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Implications of reporting a serious incident

- Any such report is not a poor reflection of the charity.
- Duty to refer to the relevant criminal records office.
- Notifying your insurance provider.
- Transparent HR and disciplinary processes.



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Questions so far?



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Module 3:

Case scenarios. Safer, healthier cultures.



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Case scenarios

Read the case scenario you have been asked to consider. Alongside the organisation's operational safeguarding response, are there any additional factors that should be considered at board / trustee level?



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Case scenario A

A female member of your church disclosed experiencing domestic abuse to your minister who supported her pastorally for a while until she reported the matter to the police. Your minister was approached by the husband (who is also the Men's ministry leader) making counter-allegations about his wife. The wife has now left the church and has written to the Trustees outlining her concerns that the church had failed to support her appropriately. You are a member of the Board/eldership team and the couple have attended your church for a long time.

- What actions should now be taken and who can and should be notified?
- What would a satisfactory outcome look like?



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Case scenario B

Your Safeguarding officer has been contacted by the police following a report made to them by the parents of a young person (aged 15) who occasionally attends the youth group in your organisation. The parents allege that one of your youth workers has been contacting their child privately and sending them inappropriate messages via Instagram. The worker in question is an intern on your trainee leadership programme who disclosed recently to their line manager that they have a pornography addiction. As such, there are accountability arrangements in place to support them.

- What areas would you expect to see come under review in relation to this incident?
- What would a satisfactory outcome look like?



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Case scenario C

Your Chair of Trustees, Trustee for Safeguarding and Safeguarding Coordinator have been responding to a case that has recently hit the media. It relates to a series of allegations made against a current trustee, who in the past was a church minister. Your local press has approached you saying that the individual has had a record of historic concerns and want you to comment. The Board are keen to demonstrate that your organisation has robust policies in place and that you take safeguarding seriously.

- How should you respond to the press and who should be notified?
- Is there any action required in relation to the individual's association with your organisation?



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Ultimately, being a charity is more than just about *what* you do, it is also about the way in which you do it"

Tina Stowell, Chair – Oxfam GB
Charity Commission Inquiry



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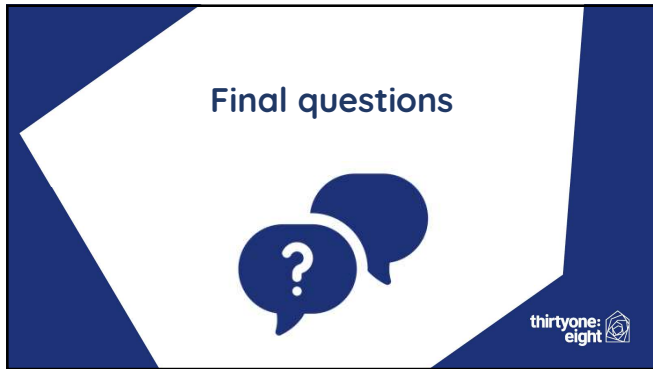
Healthy safeguarding culture

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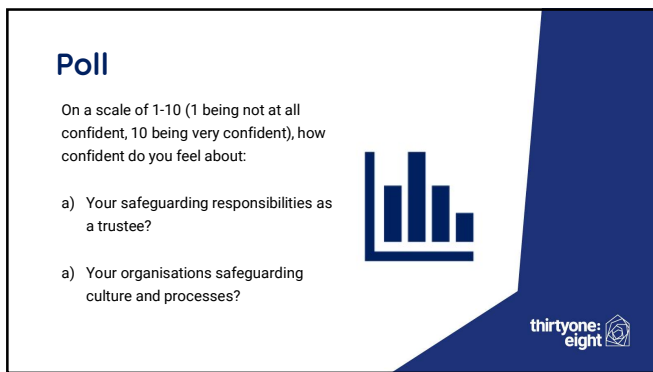
Discussion

How can trustees influence organisational safeguarding culture?

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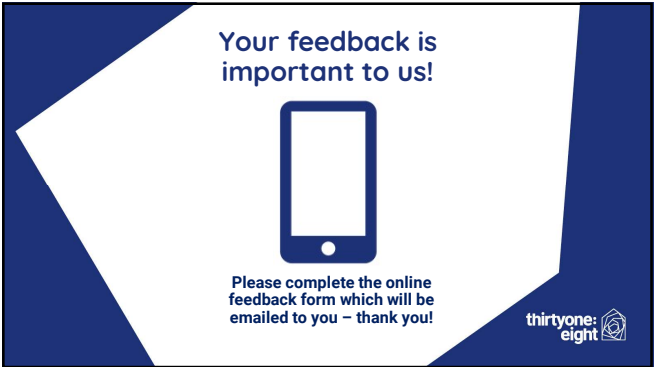
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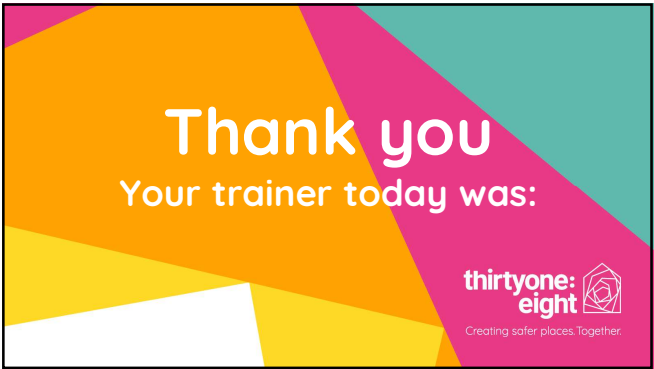
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