

Advanced Training - WEBINAR

**Thank you for joining us:**

**Assessing and Managing Risk**



Creating safer places. Together.

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**Before we start**



2.5 hours with a short break



Copy of slides available after the session



Webcam and microphones



Sensitive and confidential



Chat facility



Get support



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**Our Mission**



Equip



Empower



Encourage



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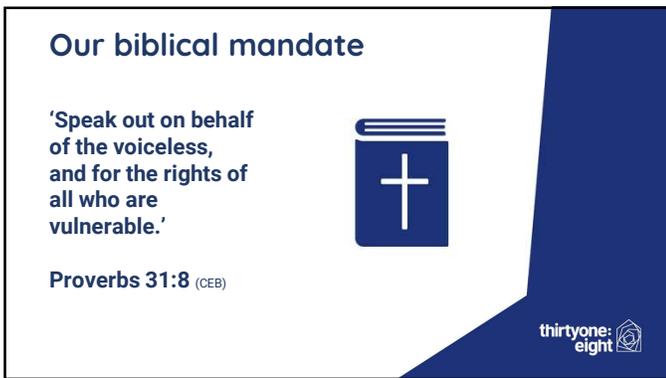
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**Module 1:**  
What is risk?



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**In the module we will explore:**

- The importance of acknowledging ongoing theological tensions versus legal requirements and safer recruitment
- The importance of understanding different types of risk
- Consider a theoretical approach to understanding the mind of a sex offender



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**Are churches safe spaces ?**

Churches can be vulnerable because they welcome everyone



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### Recognising the ongoing tensions

- The need to consider risk in our places of worship/organisations does not discount our theological understanding of **grace, forgiveness and repentance** or the belief that people can change.
- **Safer recruitment** provides a robust framework with clear policies and procedures designed to prevent those who may cause harm gaining access to vulnerable groups of people.
- **Charity commission guidance** states that you must take reasonable steps to protect from harm, people who come into contact with your charity.



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### Exercise 1 – Different types of risk



Think about the setting you represent; whether a place of worship or an organisation.

What safeguarding risks might exist or be present from other people i.e. members of the congregation, community, or workforce ?



Page 2 in handbook

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### Some of the risks

- Known/unknown convicted offender
- Family/individual with a history of allegations/concerns but no recorded convictions
- Individual with concerning/unacceptable behaviours
- Lone working policies/guidance
- Challenging work environment, bullying, harassment.



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## Some of the risks cont.

- Historic offences
- Children/young people who display sexually harmful behaviour
- Online engagement and accountability
- Mental health, domestic abuse, self-harm etc.
- Someone who poses a serious risk to others i.e. sexual offender



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## Defining Sexual Offenders

- A sexual offender is someone who has committed sexual offences against either children or adults.
- Sexual offences include rape, indecent assault and indecent exposure, exposing children to pornography, and encouraging children to perform sexual acts on themselves, other children or the offender – this can include online offences.
- It may also include looking at images of children unclothed or being abused. These are called indecent images of children (IIOC).



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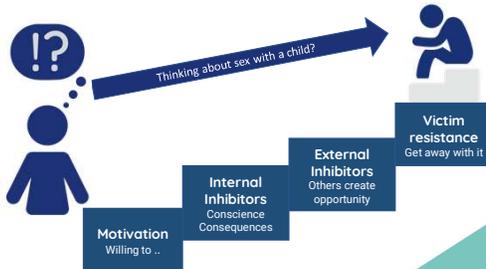
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## Finkelhor Four Preconditions



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## Jimmy Saville - Lessons Learnt

- Public role – beyond reproach
- Person in a position of trust
- Unrestricted access to people with vulnerabilities
- Fear of reporting
- Clear DBS – Safer Recruitment



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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



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## Questions so far?



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**Module 2:**

Assessing Risk



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**In this module we will explore:**

- Risk Assessments
- The process for gathering and sharing information
- Understanding transferable risk



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**Risk Assessments – Page 3**

Useful tool to record decision making  
Should be reviewed and adapted – living document  
Shows accountability – what was known at the time  
Identifies who is responsible and level of risk

- 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**



Read the scenario allocated to your group and try to reach agreement about the following:

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

Place your thoughts on the Risk Assessment in the Handbook




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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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**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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### 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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### Scenario 4: John

You hold a summer barbeque and after the event one of the ladies 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 lady ?
- Should you remove him from his role ?



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### Gathering and sharing information with others

- Gain consent where possible
- On a need to know basis
- Maintaining confidentiality
- It may be necessary and appropriate to liaise with others including professional or statutory agencies to gain information about an individual
- Press interest – seek advice



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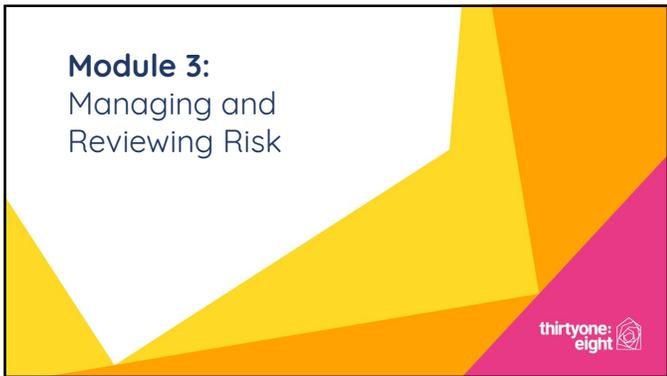
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### Scenarios - Part 2



Consider the further information in your Handbooks – Page 6

- Update your risk assessments with the further information



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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 phoneline) 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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### 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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## 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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## John - Part 2

This matter was reported to the police and John admitted touching the breast of the lady 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 lady 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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## Establishing a Contract in practice

- A frank and open discussion with the individual
- Church leaders should liaise with the probation/police officer or other relevant professionals
- Prepare a contract once all information known
- Church representative and individual sign the contract



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**Establishing a Contract in practice**

- Enforce and regularly review the contract
- Ensure key leaders know the situation
- Provide close support and pastoral care
- Be prepared to ban the individual from the place of worship/organisation if the contract is breached

thirtyone:  
eight 

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**Supporting and monitoring those who may pose a risk requires:**

- Clear policies and procedures
- A mechanism for undertaking risk assessments
- Knowing when to implement a contract/agreement
- Practice guidelines for implementing a group (to support, monitor and review progress)
- Liaising with other agencies
- Advice available from thirtyone;eight

thirtyone:  
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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**

- Attending Local Authority/multi-agency meetings
- Liaising with probation and/or police
- Liaising with other statutory authorities i.e. health, social care, education
- Being part of core group/monitoring meetings
- Within accountability of umbrella org/denomination



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**Review, Reflections and questions?**



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**Module 4:**

Developing Safer Cultures



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**In this module we will explore:**

- Key features of a safer, healthier safeguarding culture
- The need for ongoing awareness and vigilance
- Next steps and developing your own action plan



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**Exercise 5 – Page 8**  
**Safer, healthier cultures**

Think about your place of worship/setting/organisation.

What would a healthy, safer safeguarding culture look?

List some of the key features



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**Healthy cultures**

- Everyone feels safe to raise concerns – even low-level ones
- Respects, values and nurtures each person
- Safeguarding is promoted and valued
- Confidentiality is maintained unless specific reasons to share information
- Everyone clear on their role and expectation surrounding it.



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## Awareness and Vigilance

- Safeguarding is everyone's responsibility
- Transparent and robust safer recruitment, policies and procedures
- Culture of safeguarding i.e. posters, Safeguarding Rep on web site
- Safer Places Pledge <https://thirtyoneeight.org/news-and-events/pledge/>
- Safeguarding Sunday



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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

- Dealing with these issues is complicated and challenging
- Always seek advice to ensure you are remaining objective.
- Record all safeguarding concerns, however small
- Document decision making process and risk assessments
- Retain information and keep in a secure location
- Debrief and review during, and after the event
- Don't loose sight of the survivor, alleged perpetrator, those around the situation and **Yourself !**



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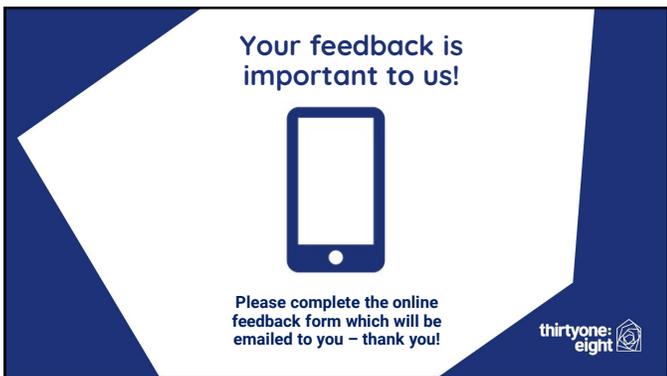
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