



Creating safer places. Together.

## Annual Report 2023-2024

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– Kate Sharma, Cinnamon Network

## A Message from our Chair

I'm pleased to present the annual report for Thirtyone:eight, highlighting our significant efforts in working towards a world where every child and adult can feel, and be, safe.

This year we were featured in the Influence 100 List, ranking in the top 100 most influential membership organisations in the UK. This recognition reflects the charity's 45-year track record of equipping, empowering and encouraging our 6000+ member organisations to promote healthy safeguarding practices.

It was a seminal year for our advocacy work. On the 23<sup>rd</sup> of May, the Government released its response to the Independent Inquiry into Childhood Sexual Abuse (IICSA). We were disappointed with the response and will continue to encourage change through our public policy work, which this year included the release of our first-ever Manifesto: Together we can - a manifesto for a safer society for all.

I've been encouraged that some of our key projects are helping people to find their voice and speak up for justice. Our Roarry resources are making a real impact. Increasingly, we're hearing of children who, thanks to their Roarry sessions, have identified when something isn't right and have spoken up. Our new Safeguarding Standards Award is helping organisations to shout about their safeguarding efforts, giving confidence to those they work with. And this year's Safeguarding Sunday campaign saw a huge 33% increase in participants, with over 4,000 churches involved. This is an excellent campaign designed to raise awareness and empower church communities to understand and talk about the importance of safeguarding and safer environments for all.

The safeguarding helpline has seen a significant increase in calls. Our dedicated team of specialists have worked hard to meet demand, which has been rewarded with receiving the Helpline's Partnership Award for a second three-year period (until 2026). This award was also given to our fantastic disclosures helpline team who have processed over 81,000 checks this year.

Our training team have developed a number of new training products and continue to see a year-on-year increase in delegate numbers. We trained over 11,000 delegates through our CPD accredited e-learning, webinars and live events this year. We have further plans to develop this service to meet demand in the years head.

I extend my thanks to our members, staff (employed and self-employed), volunteers and trustees for their continued dedication and support. I remain full of hope that together, we can and have made a tangible difference in safeguarding, and in creating safer places for all.

## A Message from our CEOs

As a charity we remain convicted and compelled by our Christian faith, which calls us to 'speak out on behalf of the voiceless, and for the rights of all who are vulnerable' as it says in Proverbs 31:8.

At Thirtyone:eight we use our voice and our influence to speak up about the injustice of abuse and the need for public and private change so that vulnerable people can be better protected from abuse. In the past year, we have seen too many people in positions of trust abuse their power and cause harm to individuals, institutions and communities. We have worked harder than ever to equip, empower and encourage our members to know how to respond and create places that protect children, young people and adults at risk.

We continue to hold to the belief that Christians have a significant voice in the public space. Encouraging that voice has become an important part of our work, which is why this year saw the release of our first-ever manifesto: **Together we can - a manifesto for a safer society for all**. The manifesto sets out the key opportunities for the governments of the 4-nations of the UK to improve policy, legislation and guidance to offer greater protection from harm and abuse to all children and adults.

We also launched our **Safeguarding Standards Award** a first-of-its-kind accreditation scheme for safeguarding that enables UK-based churches, charities and organisations to independently verify and evidence their commitment to creating safer places for all. The award creates an opportunity for others to shout about their safeguarding efforts and increases public confidence in their achievements.

Also, this year Justin released his third book, '**Safeguarding as Mission**'. The book examines three encounters Jesus had with different people, helping the reader to re-frame and recognise safeguarding *as* mission, as opposed to safeguarding *in* mission.

In addition, this year we officially became a **Real Living Wage employer** and reimagined our total reward package with many benefits for our dedicated staff team.

We're thankful to all our members who help to create safer places for all across the UK and further afield. We're also grateful for our hard-working and dedicated trustees, volunteers and staff who help to create safer places, whether directly or behind the scenes. All of you help us raise safeguarding standards so that people at risk from abuse can feel, and be safe, wherever they are. Thank you for helping us create safer places for all.

## Future Plans

Our longer-term plans continue to be governed and developed in line with our current organisational strategy, which takes us to the end of 2024. We have achieved some significant advances already, both internally (making us an even better place to work and our systems more efficient) and externally (ensuring our services are appropriate and easy to access).

Much work has been done on accessibility which can be seen through our training offering and we now approach updates and new services with 'accessibility by design' at the forefront of our minds. The launch of Digital ID Checks (as part of our DBS processing system), increased member engagement and identifying emerging areas for safeguarding support are also some highlights from this past year.

Whilst we continue to work through the current plan, work has been done on our longer-term three to five year and beyond strategy which sets our direction through to the end of the 2020s.

Our strategy must be in alignment with and try to bring into reality our vision of a world where every child and adult can feel, and be, safe.

- In order to reach the 'world' in our vision, we need to consider our **GEOGRAPHICAL REACH**.
- In order to reach the 'every' in our vision, we need to consider **NEW AUDIENCES**.
- In order to bring others together to help fulfil our vision, we need to have **GREATER INFLUENCE**.

Our **Geographical Reach** is broadening and focuses us on ensuring our services are applicable to the ever-increasing differences and devolution across the four UK nations. In addition, we continue to work with other organisations across the world – recognising the great need and that we are not expert in every international setting, we are excited to be a founding, catalyst member of a new global safeguarding children network that should hopefully emerge fully in 2025 to strengthen contextually-sensitive approaches to safeguarding children.

There are many **New Audiences** that we can provide support to, empowering many more people to speak up for themselves and others. Our Roarry resources have already made quite an impression on hundreds of children which will continue to be developed to increase the impact of them. We are already seeing a steady increase in charities (often linked to a church) using our services, which brings additional complexity to the contextualisation of safeguarding, which we will explore. All this with accessibility at the front of our minds.

**Greater Influence** comes with ensuring we continue to be a voice at parliaments throughout the UK as the secretariat to the All-Party Parliamentary Group on Safeguarding in Faith Communities in Westminster and as members of Cross-Party Groups in the devolved administrations. The publication of our manifesto will direct our activities over the years to come – and all while ensuring the voice of victims, survivors and those with lived experience are incorporated into everything we do. The next few years will likely be challenging, but incredibly rewarding as together we work towards a world where every child and adult can feel, and be, safe.

## A Trusted Partner – The Cinnamon Network

**Many local churches and community groups want to make a positive impact in their communities, and respond practically to the needs they see around them. However, they don't always know where to start. While addressing these challenges starts with passion and dedication, setting up a project, making it sustainable and even replicating it requires specialist support.**

The Cinnamon Network is a charity providing churches with a range of support and resources to help them get their social action projects set up and running effectively. They work with churches right at the heart of their communities, helping fledging projects to grow and replicate.

The charity currently offers coaching, teaching and support to hundreds of churches. They also facilitate the development of partnerships and networks where there are common causes. Their Incubator project alone supports 53 projects, that have gone on to replicate in 1,000 locations across the UK, supported by 24,000 volunteers. But perhaps most importantly these projects have reached out and helped 160,000 individual beneficiaries. People are at the heart of what Cinnamon Network do and safeguarding is a priority! We spoke to Kate Sharma from Cinnamon Network about their Thirtyone:eight membership and how it's impacted their work.

### **Tell us what safeguarding looked like in your organisation before you became a member with Thirtyone:eight?**

Before working with Thirtyone:eight, we really didn't have a benchmark to measure what 'good' looked like in terms of safeguarding. The team have helped us to understand what we need to be aiming for in our own organisation and in those that we are partnering with.

### **How did you hear about Thirtyone:eight?**

Thirtyone:eight has really become the go-to in the Christian sector when it comes to safeguarding. We began hearing about your brilliant work from so many other organisations that it was hard to ignore!

### **What membership benefits or services do you use most frequently, and why?**

Thirtyone:eight's template policies really helped us set everything up so fast. Your guidelines and insight have also helped us to share what we do with our teams and the wider network we work with.

### **How has your membership impacted your organisation?**

Here at Cinnamon, we work with hundreds of churches and Christian charities. We're not ashamed to say that we deliver brilliant training in areas such as missional listening, volunteer training and project development. However, we know we are not experts in safeguarding. So, it's brilliant to be able to direct those we work with to Thirtyone:eight. When it comes to safeguarding, we can't get complacent. We need to keep our skills sharp, to be aware of the latest legislation, to understand what good really looks like – and you make it really easy. In a sense, Thirtyone:eight is like that faithful friend who you might not speak to in ages, but you can rely on when you need them.

### **Do you have a favourite member's benefit?**

Katy, one of Thirtyone:eight's Safeguarding Advisors, led a webinar for some of the churches we work with and was just awesome! Thirtyone:eight understand the unique context in which churches operate and that's so important. She helped us understand how to develop a culture of safeguarding within a church setting that is empowering and liberating. People went away genuinely excited about how safeguarding could change their church and community work for the better.

### **What would you say to people who aren't sure if they should become a member?**

Safeguarding is everyone's business – whether you are a front-line project worker, a volunteer in an organisation or just someone who is working in an admin team. If we want to see a world where everyone is protected and supported, we need to take this seriously. Thirtyone:eight recognise that different organisations need different levels of support and they'll help you get what you need. Dare I say it – they even make it exciting, which helps no-end when you are encouraging others in your team to step up.

## Membership Highlights

### Key Developments

- Increased membership to 6,545 members.
- Re-featured in the Influence 100 list, we were ranked as one of the UK's most influential membership organisations.
- Reviewed and improved member experience processes, putting the members at the heart of each process and ensuring benefits they can access are much clearer.
- New members-only webinars and clinics
- New re-designed members-only e-news, now segmented from our main mailing list.

### Event Highlights

The membership team attended a number of events and conferences, including:

- Spring Harvest
- Elim Leaders Conference
- Assemblies of God Annual Conference
- Christian Resources Exhibition
- Hand-in-Hand Children's workers conference

"Our 23 year partnership with Thirtyone:eight provides us with safeguarding professionals who understand the context of our event and therefore the short window of opportunity we have to address safeguarding situations before our event comes to a close. Their expert training and 24/7 advice help us to navigate safeguarding situations; from concerns raised about a child in our care, to adults who disclose that they are caught in an abusive relationship, and everything in between. Partnering with Thirtyone:eight equips us to help those most at risk of harm to find positive transformation in their lives." – Phil Loose, Spring Harvest

"We have really appreciated Thirtyone:eight's high quality advice and services. It's made a big difference to our charity to have them at the end of the phone or email. Thank you so much."

## Training Highlights

### Key Activities

- Trained 11,220 workers.
- Developed a new Quality Assurance process meaning we are more confident in both the accuracy of our training products and the ability to deliver value to our delegates.
- Delivered a hybrid BSL event
- Launched peer reflection sessions for Safeguarding Leads

### Training Course Development

- Re-wrote Safeguarding for Children with 4-nation focus
- Re-wrote Safer recruitment
- Re-wrote Trustees training

"Yes, I would definitely recommend the training, even if it's just to put your mind at rest around the Spiritual Abuse furore in the media right now. I thought that trying to do both sessions in one day would be overwhelming, but it wasn't, it was a lot of information but so well packaged and delivered that it was very manageable and far better than trying to find 2 separate Saturdays for people to join. Because we were a team doing the training together it was far easier to discuss issues and challenges that were pertinent to us, it meant that everybody stayed engaged for the duration of the webinar. Totally recommend." – **Restore, training delegates**

## Public Policy & Research Highlights

### Key Activities

- Development of the first Thirtyone:eight Manifesto.
- Engagement with various UK governments via 5 consultations: **Working Together to Safeguard Children** (England); **Ending Violence against Women and Girls Strategic Framework and Action Plan** (NI); **Review of list of Specified Offences** (AccessNI, DoJ NI); **Information Sharing Advice for Safeguarding Practitioners** (England); **Mandatory Reporting of Child Sexual Abuse: Call for Evidence** (England and Wales). These were completed on a cross-departmental basis, enabling us to harness specific expertise across the organisation and increases our profile with relevant government departments.
- Released statement on the Government's response to IICSA on 23<sup>rd</sup> May.
- Appealed to the **Northern Ireland Assembly to repeal Section 12, Justice (Sexual Offences and Human Trafficking) Act (Northern Ireland) 2022**

### Key Research Involvement

- Abuse in religious contexts with University of Kent

### All Party Parliamentary Group for Safeguarding in Faith Contexts

- The APPG met 4 times this year. With contributions from a range of speakers, including Jonathan West from Mandate Now, Della Wright & Emily Konstantas from Safeguarding Alliance and Alexis Jay CBE.
- In November the APPG reached it's 5 year anniversary, and AGM.

## Safeguarding Highlights

### Key Activities

- Worked with nearly 12,000 organisations.
- Helpline numbers significantly increased from last year with 8,152 calls.
- Development of the Safeguarding Standards Award, including a highly successful pilot with 6 organisations.
- Continued work with the Welsh Christian Forum and Wales Council of Voluntary Associates.
- We were re-awarded the Helpline Standard Award

“We are really proud to have completed and achieved this award. It has made us even more proud of the fact that for every person who comes into our centres, we know that we are a safe place and that we have policies and procedures in place to be able to protect all. I would highly recommend this to any organisation. It is an exercise that helps you immensely and you come away with the knowledge that you have addressed every aspect of safeguarding to make sure you have good policies and procedures in place. It also gives you external validation and assurance that your safeguarding practices are effective.” **NAYC, Award Recipient**

“Always very impressed with your advice and guidance.”



## Disclosures Highlights

### Key Activities

- 81,239 enhanced, standard and basic DBS checks processed.
- Delivered a members-only webinar on summer camps and residential.
- We delivered a members-only DBS workshop.
- We were re-awarded the Helpline Standard Award

“DBS management has been very straightforward. Practical advice and support are on hand whenever we need it.”

### Communications Highlights

#### Roarry – raise your roar!

Developed ‘Raise Your Roar’ with Roarry with new resources. Roarry was in attendance at events such as Spring Harvest and Rochester Cathedral raising awareness of the need to speak to children, and the resources we have to equip them.

#### Safeguarding Sunday

Development and launch of Safeguarding Sunday 2023. Safeguarding Sunday is a campaign that seeks to celebrate and raise awareness of safeguarding in churches. This year even bigger than before with over 4,000 churches involved.

*“There are many challenges but my faith and the belief that this is the role God wants for me supports and sustains me. After all, what could be more important than the safety and welfare of children and vulnerable adults? What is more important to God than our churches being places of safety and refuge? Only then can we truly be free to follow Him.”* - Safeguarding Sunday participant

#### Comms, Content and Social Media Strategy Development

Development and implementation of a new comms and content strategy in order to offer more valuable and relevant content to our members, and encourage membership recruitment.

#### Together Magazine

Two issues of member's magazine were published in Spring and Autumn, with key articles from the Trussell Trust, Restored and Dr Rebekah Eglinton, plus stories from victims and survivors.