

Standard 1 **Creating and maintaining safe Church environments**

We endeavour to ensure that Church environments are welcoming, nurturing and safe. We put measures in place to protect children and vulnerable adults in all church settings and activities.

Need identified	Specific actions	Who is responsible?	Timescale	Success criteria
Improve consistency across Diocese in recording of relevant details for Groups using Parish Premises for Regulated Activity	DSA to issue refreshed guidance and pro-forma to PSC's for recording of details etc.	DSA PP's PSC's	June – November 2023	Improvement in parish audit return figures 2023
Ensure consistency of Live Stream notices displayed across the Diocese in accordance with IGI.	Parishes to ensure correct livestream notices are displayed where this facility is provided	PP's PSC's	June – November 2023	Improvement in parish audit return figures 2023
Ensure consistency of practice in relation to the use of children's photographs on social media, parish websites etc	DSA to re-circulate current guidance as per IGI. Parishes to ensure guidance is followed.	DSA PP's PSC's	June – November 2023	Improvement in parish audit return figures 2023

SAFEGUARDING ACTION PLAN 2023**Diocese:** Paisley

Annual Risk Assessments for parish regulated activities to be completed within allocated timescales	SG Administrator to collate due dates and notify PP's & PSC's when required for update. PP's & PSC's to monitor & complete within allocated timescales (annually from date of last completion).	SG Admin PP' PSC's	June – November 2023	Annual risk assessments up to date and accurate.
Roll out of new risk assessment templates following evaluation of current pilot within AoG & Galloway Diocese	New risk assessment templates to be circulated to PP's & PSC's with associated guidance on completion.	DSA	June – November 2023	All parishes using consistent risk assessment templates.
Establishment and maintenance of Safe Worship Plans (SWP).	SWP's to be established and reviewed in accordance with IGI and in partnership with Police & Criminal Justice SW (where relevant). Information Sharing Agreement with Police Scotland to be implemented. Criminal Justice Secure Mail (CJSM) account to be established for secure information sharing.	DSA PSC's DRAMT	June – November 2023	No of plans established/reviewed. ISA agreed & signed Info sharing working in practice.

Standard 2 Safely recruiting clergy, religious, lay employees and volunteers

When admitting men and women to formation for ministry, and when recruiting lay employees & volunteers, we carefully check their suitability for working with children and vulnerable adults.

Need identified	Specific actions	Who is responsible?	Timescale	Success criteria
Diocesan records show a disparity in number of volunteers versus PVG records held.	Reconciliation of Volunteer records with Diocesan PVG lists required. SG Administrator to issue current PVG lists to PSC's to reconcile with Diocesan records and remove those no longer required. This to include all volunteers' roles to be recorded as part of the process.	PSC's SG Administrator	June – November 2023	PVG list matches number of Volunteers recorded on Diocesan database
Process to be put in place to ensure PVG records remain accurate.	SG Administrator to undertake records checks every 6 months	SG Administrator PSC's	Every 6 months	PVG lists consistently match number of Volunteers recorded on Diocesan database
Process to be put in place to ensure Seminarists & Visiting Clergy details are accurately recorded.	Parishes to ensure local records are kept as per guidance in IGI for all visiting clergy – template form to be circulated. VG to ensure celebrant requirements are checked and recorded. SG Administrator to establish central register of all visiting clergy and seminarists.	VG PP's SG Administrator.	June – November 2023	Improvement in parish audit return figures 2023 Accurate records held of visiting Clergy etc.

SAFEGUARDING ACTION PLAN 2023**Diocese:** Paisley

Planning for implementation of new Disclosure (S) act 2020	Awareness and training resources to be circulated to PSC's, PP's and parish organisations when confirmed by Disclosure/Volunteer Scotland	DSA SG Administrator	When confirmed	
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Standard 3 Responding to safeguarding concerns and allegations of abuse

When alerted to information, concerns and allegations regarding the safety or welfare of child or a vulnerable adult, we respond with care and compassion. We inform the statutory authorities of all allegations of abuse that we receive.

Need identified	Specific actions	Who is responsible?	Deadline	Success criteria
Audit data indicates infrequent experience of risk management procedures following abuse disclosure	Annual table top exercise to be convened with DRAMT, Curia etc	DSA VG	June – November 2023	Improved confidence in procedures and response to disclosures
Maintenance of established links with Police Scotland, Social Work etc	DSA to undertake quarterly liaison meetings with DCI Public Protection and CJSW to update on any new developments, identification of good practice, SWP's etc	DSA	June – November 2023	Number of meetings held. Implementation of good practice, change in policy etc.
PSC's report a lack confidence in how to respond to disclosures.	Local Trauma Informed Practice training to be arranged to improve response and support to survivors.	DSA	June – November 2023	PSC feedback on training

Standard 4 Providing care and support for those who have experienced abuse

We provide a compassionate response to all who disclose any experience of having been abused and we offer them pastoral care, support, and reparation.

Need identified	Specific actions	Who is responsible?	Deadline	Success criteria
PSC's report a lack confidence in how to respond to disclosures.	Local Trauma Informed Practice training to be arranged to improve response and support to survivors.	DSA SG Trainers Epione.	June – November 2023	PSC feedback on training
Links to be maintained with support agencies	Single Points of Contact (SPOC) and annual liaison meetings to be established with: <ul style="list-style-type: none"> Grief to Grace Raphael Rape Crisis 	DSA	June – November 2023	Number of meetings held. Referrals made Awareness events/comms
Diocesan representation on SCSSA Survivor Engagement Group.	Diocesan representative to provide feedback from Survivor Group meetings to ensure local priorities are included in national policy development.	DSA	June – November 2023	Improvements to Survivor support and care.

Standard 5 **Managing and providing care for respondents to allegations of abuse**

When an allegation of abuse is received concerning clergy, religious, lay employees or volunteers, we offer pastoral care, support and fair treatment to the respondent and we monitor their conduct and welfare.

Need identified	Specific actions	Who is responsible?	Deadline	Success criteria
Availability of <i>Support Persons</i>	Recruitment and training of support persons within Diocese	VG DSA	June – November 2023	No of support persons available for deployment.
Availability of information for clergy, religious etc	Information for Clergy handbook to be provided outlining process and supports available. <i>Introduction of Respondents Leaflet.</i>	DSA	June – November 2023	Feedback from Clergy.
Contingency planning for risk management post disclosure.	Welfare Monitoring Plan procedures to be established to support wellbeing of respondents. Identification of appropriate accommodation for any clergy etc <i>stood aside</i> .	VG DSA	June – November 2023	Contingency plans in place. Feedback from Support Person/Respondents.

Standard 6 Working together to develop a culture of care

Recognising that safeguarding responsibilities are intrinsic to Christian baptism and to the mission of the Church, we all work together, as ordained, consecrated and laypeople, to develop a culture of care in the Church that says “never again” to every form of abuse.

Need identified	Specific actions	Who is responsible?	Deadline	Success criteria
Consistency in availability of SG resources, posters, leaflets etc	Every parish to be issued with SG pack of posters, DSA contact cards, disclosure aide memoire and leaflets	SG Administrator	June – November 2023	No of packs distributed Improvement in parish audit return figures 2023
Improve awareness of <i>In God's Image</i> .	Link to online version of IGI to be included in every Parish bulletin and website.	SG Administrator PP's.	June – November 2023	Improvement in parish audit return figures 2023
Mainstreaming of safeguarding within Parish structures.	Parishes to consider how SG features in local governance structure i.e. PPC's Parish SG Improvement Plans to be established & monitored.	PP's PSC's	June – November 2023	No of PPC's with SG as standing agenda item. No of PIP's in place.
Improve consistency & quality of meetings between PP & PSC.	PP & PSC meetings to be arranged minimum quarterly. Pro-forma agenda to be circulated for meetings. Local records to be maintained.	PP's PSC's DSA.	June – November 2023	No of PP/PSC meetings Records of meetings held Quality of reports to PPC's.

SAFEGUARDING ACTION PLAN 2023**Diocese:** Paisley

Ensure membership of DRAMT & DSAG remains active and relevant to role	Membership of DSAG & DRAMT to be reviewed annually.	VG DSA	June – November 2023	Quorum of meetings. Diversity of membership.
Ensure consistency of DSAG meetings	DSAG meetings to be held every 4 months. Review agenda & ToR of DSAG in conjunction with SCSSA/IGI development	VG DSA	June – November 2023	No of meetings held Compliance with national policy.
Establishment of core Safeguarding Management Group	Regular meetings to be established between DSA, SG Admin & SG Trainers to monitor and update SG activity across Diocese.	DSA SG Admin SG Trainers.	June – November 2023	Improved monitoring and awareness of SG activity, changes in policy/practice etc
Improve Safeguarding Communications across Diocese.	SG representative on Diocesan comms group. PSC Teams folder management. Maintenance of SG pages on Diocesan & Parish websites. Annual announcements and Days of Prayer scheduled.	DSA SG Admin PP's.	Ongoing	Improved comms and awareness of SG activity. Tailored messages to consider survivor impact. Feedback from Parishes

Standard 7 Training and support for all responsible for safeguarding

We require bishops, clergy, religious, lay employees and volunteers to participate in ongoing training and to develop the requisite knowledge, attitudes and skills relevant to their respective roles. We encourage and facilitate the sharing of best safeguarding practice throughout the Church.

Need identified	Specific actions	Who is responsible?	Deadline	Success criteria
Diocesan representation on SCSSA STAG	Diocesan representative to attend STAG meetings to ensure local priorities are included in national training development	SG Trainers DSA	June – November 2023	Training needs correctly prioritised.
Roll out of new SG Induction training.	Diocesan trainers to attend T4T course. New Induction course to be publicised via Diocesan communications. Training schedule to be established to address any backlog in volunteer training.	SG Trainers	June – November 2023	Induction training up to date and accurate. Training Evaluations.
SG Refresher training for Clergy & PSC's	Joint refresher training event to be established for PP's & PSC's. Bi-annual PSC meetings to continue.	DSA SG Trainers VG	June – November 2023	Feedback from participants. Improved collaboration between PP & PSC.

SAFEGUARDING ACTION PLAN 2023**Diocese:** Paisley

Promotion of SG training events, conferences etc within Diocese.	Circulation of future events and conferences etc to be publicised via Diocesan communications.	DSA SG Administrator	June – November 2023	No of events promoted. No of Diocesan attendees.
Continuous Professional Development of DSA	DSA to attend relevant training courses and CPD events relevant to development of skills and awareness of SG practice.	VG DSA	June – November 2023	Courses attended Improved confidence of DSA Improvements in Service Delivery.
Establishment of Diocesan SG training budget	Appropriate budget to be established for Diocesan training and awareness events where necessary.	Treasurer DSA Finance Manager	June – November 2023	TBC
Resilience of existing training cadre	Additional SG trainers to be recruited to improve capability & capacity across Diocese.	DSA VG	June – November 2023	No of trainers available.

Standard 8 Planning for continuous improvement in safeguarding

We evaluate our compliance with safeguarding standards and plan improvements to our practice. We participate in annual audits as well as regular independent reviews of safeguarding practice. We provide a process to review how safeguarding complaints were handled.

Need identified	Specific actions	Who is responsible?	Deadline	Success criteria
Consistency of SG recording practice across Diocese	Development of PSC Toolkit/Folder/Proformas Development of Quality Assurance Framework in conjunction with SCSSA	DSA PSC's	June – November 2023	Improvement in parish audit return figures 2023
IT provision for storage of SG records	Development of MS Teams PSC Folder to allow each Parish to have a secure IT storage facility for SG records etc	DSA	June – November 2023	Improvement in parish audit return figures 2023
Review of Safeguarding Policies	Process for review to be established with SCSSA	SCSSA DSA.	June – November 2023	TBC
Requirement for Diocese to be kept updated on developments in national SG practise with SCSSA	DSA to participate in SCSSA Working Groups, National SG Leads meetings etc	DSA	June – November 2023	Improved monitoring and awareness of SG activity, changes in policy/practice etc