



social care  
institute for excellence

# Safeguarding for Trustees of Faith-Based Organisations

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# Webinar: Monday 30<sup>th</sup> November 4 - 5.30pm



## Safeguarding for Trustees in Faith-Based Organisations

And your questions answered

**With:** Simon Bayliss (Senior Practice Development Manager, SCIE)



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# Session Outline



- The importance of safeguarding and our collective role
- The national, community and sector context
- Safeguarding for trustees: key responsibilities and learning
- A checklist for trustees
- Reflections and questions

# **Quick poll:**

**How confident are you, and the wider Board, in the quality and effectiveness of safeguarding within your faith-based organisation?**

- 1. Confident**
- 2. Partly confident**
- 3. Lacking confidence**



# Safeguarding Training Fund

A safeguarding initiative with the Department for Digital, Culture, Media and Sport (DCMS), NCVO and the National Lottery Community Fund.

Between 2020 and 2022, SCIE are working with faith-based organisations to:

- Promote and champion safeguarding and safe culture
- Enable local networking and self-support
- Distribute and promote NCVO resources



Department for  
Digital, Culture,  
Media & Sport



# Safeguarding Training Fund

SCIE will do this, at no cost to organisations, by:

- Bringing together experts in safeguarding in faith-based organisations, to discuss the challenges faced and help shape SCIE's work in the area;
- Offering local learning opportunities and networks through online and local events
- Disseminating and sharing the NCVO materials
- Providing training opportunities
- Publishing resources to support safeguarding practices



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# What is Safeguarding?



Safeguarding is the process of protecting the children and adults that come into contact with us from harm through **safe** and **effective** care.

It includes all aspects of our work, from governance and leadership, recruitment, policies and procedures through to training and culture.

Child protection and adult safeguarding are core parts of safeguarding about how we recognise and protect individuals who are suffering, or who are likely to suffer significant harm.

# National Learning



**Save the Children**

Management of allegations of harassment were poorly handled and reported;

A reliance on policies and procedures, with lack of attention to organisational culture;

A defensive approach to managing concerns both internally and externally.



Series of investigations into sexual abuse within organisations, especially faith-based:

Lack of oversight, checks and balances in safeguarding;

A reputation-first culture;

Lack of engagement with experiences and voices of survivors.



# Faith-Based Safeguarding



Faith-based organisations face specific challenges in assuring a safe and caring environment. These may include:

- Emotional needs of those seeking spiritual and other support;
- Potential for spiritual abuse;
- Supporting safe worship and risk-management of those who have abused or pose a risk to others;
- A dependence on volunteers;
- Radicalisation and extremism.

# What is Needed for Good Organisational Safeguarding?

Culture of safety and equality?

Clear lines of accountability

Safe recruitment

Safeguarding expertise

Experienced leadership

Culture that encourages staff to raise concerns

Arrangements for information sharing

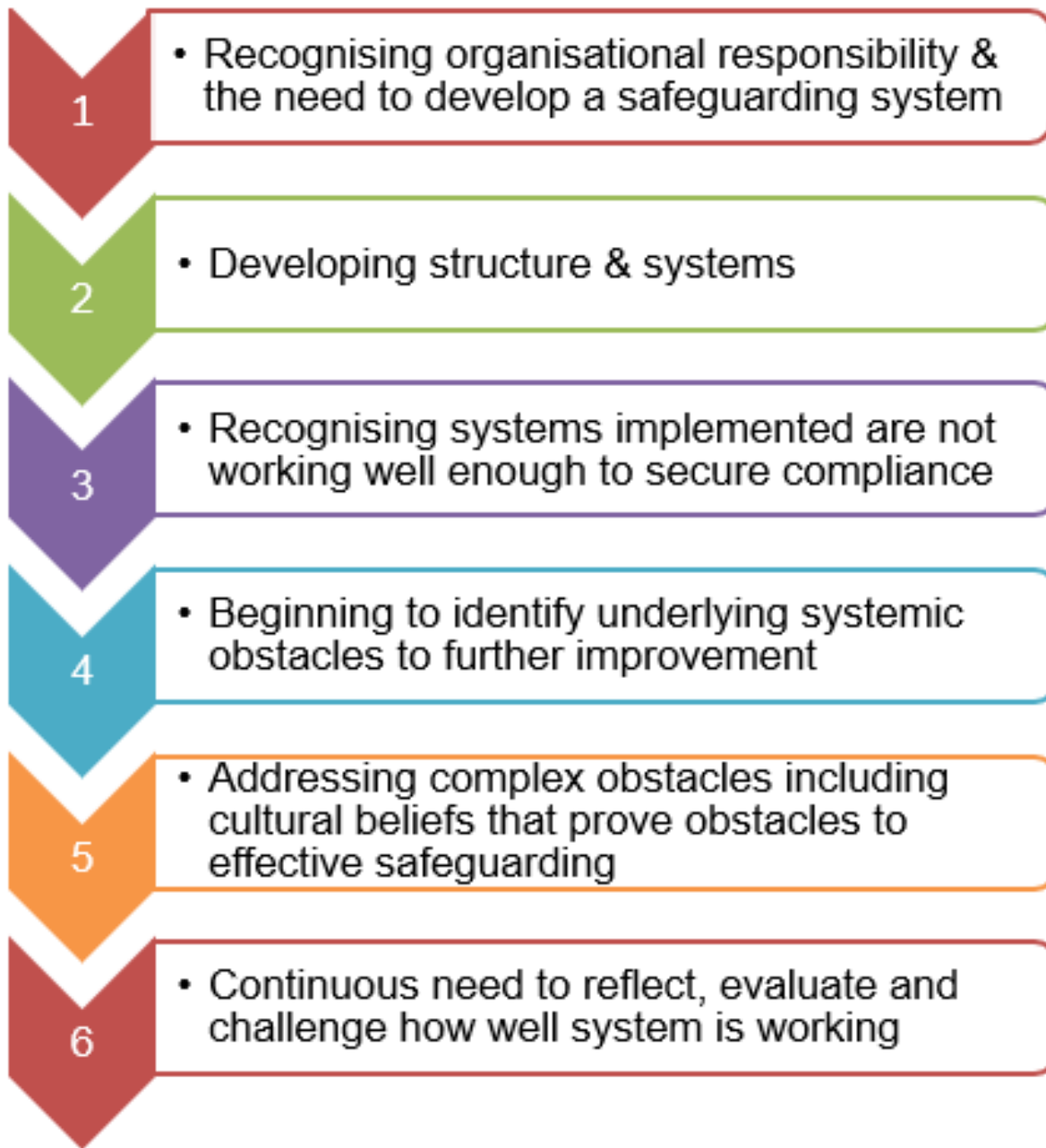
Appropriate training and supervision

Culture of listening

Effective and well understood policies



# The Journey of Safeguarding



*Credit: Edi Carmi (SCIE)*

# Supporting the Workforce - Protection and Prevention:



**Safeguarding takes priority over management or organisational interests: whistleblowing and allegations management**

# Quick poll:



**How many serious safeguarding incidents were reported to the Charity Commission in 2019-2020?**


**1. 197**

**2. 2,493**

**3. 3,411**

# 10 actions trustee boards need to take to ensure good safeguarding governance

Safeguarding should be a key governance priority for all charities



Ensure your charity has an adequate safeguarding policy, code of conduct and any other safeguarding procedures. Regularly review and update the policy and procedures to ensure they are fit for purpose

Identify possible risks, including risks to your beneficiaries or to anyone else connected to your charity and any emerging risks on the horizon

Consider how to improve the safeguarding culture within your charity

Ensure that everyone involved with the charity knows how to recognise, respond to, report and record a safeguarding concern

Ensure beneficiaries know how to report a safeguarding concern

Regularly evaluate any safeguarding training provided, ensuring it is current and relevant

Review which posts within the charity can and must have a DBS check from the Disclosure and Barring Service

Have a risk assessment process in place for posts which do not qualify for a DBS check, but which still have contact with children or adults at risk

Review your safeguarding policy and procedures following a serious incident or 'near miss'

If you work overseas, find out what different checks and due diligence you need to carry out in different geographical areas of operation



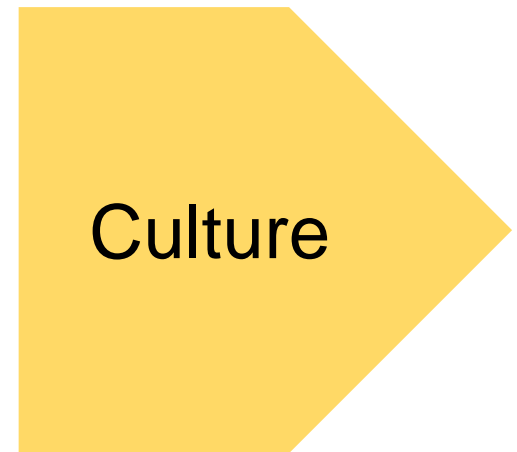
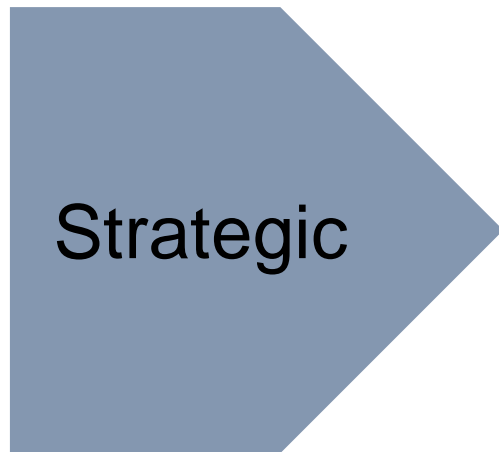
**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

# The Role of Trustees

Safeguarding is a legal duty placed on all trustees.

However, many appoint a lead trustee for safeguarding to advise and support the board.

The responsibilities of this are threefold:



# Eyes-On, Hands-Off



Trustees are responsible for strategy and strategic leadership – providing scrutiny and challenge to support improvements.

Becoming too operational in doing the safeguarding work risks:

Inefficiency

Blurred  
accountability

Indecisiveness

Weak  
management



# Asking the Right Questions



To ensure a strategic understanding of safeguarding and the provision of effective scrutiny, trustees need to ask:

- Are the Board getting enough of the right information?
- What does this mean for the whole organisation?
- Are we making the right progress in improvement?
- What does this mean for our culture?
- Do we have time to regularly discuss safeguarding?
- Do we have a duty to report this incident?

# What Information?



Getting enough of the right, accurate information is crucial to allowing trustees to fulfil their duties:

A written or verbal update from the Safeguarding Lead

Updated policies and procedures

A strategic plan for safeguarding

Progress in safeguarding against an action plan

Notification of serious incidents or organisational concerns

# Quick poll:

What percentage of UK registered charities do you think have submitted a safeguarding serious incident report?

1. 0.9%

2. 2.7%

3. 5.1%



# Charity Commission: Reportable Safeguarding Incidents



- There is a legal duty on trustees to report serious incidents to the Commission, as soon as possible:
  1. Incidents of abuse or maltreatment (alleged or actual) to a beneficiary, whilst under the care of the charity and connected to someone within the charity;
  2. Breaches of procedure or policy which have put people at significant risk of harm (e.g. failure to carry out vetting checks)

# Why is it Important?



- Creating safe cultures and organisations
- Meeting the statutory and regulatory responsibilities of trustees and governance
- Beyond the moral duty: philanthropy
  - Due diligence requirements of donors
  - Legal accountability
- Mitigating against reputational risk

# NCVO: Safeguarding for Trustees... six areas



## Understanding and managing the risks:

- Do you know the types of harm, abuse and neglect that are most likely to affect people your organisation comes into contact with?
- Are safeguarding risks recorded in your risk register?
- How often does the board review whether procedures are in place to reduce risk are working well?

# NCVO: Safeguarding for Trustees... six areas



## Policies and procedures:

- Do you know what your safeguarding policy and procedures say? Are you confident they provide for both adults at risk and children?
- Does the board review the policy once a year?
- Do you feel confident that all staff, volunteers and people you work with understand your safeguarding policy and procedures?

# NCVO: Safeguarding for Trustees... six areas



## Making safeguarding a priority:

- Do you know who the designated safeguarding lead for the organisation is?
- Do you have a lead trustee for safeguarding? Do you feel confident you understand enough to challenge or support their advice?
- Do you receive regular safeguarding reports as a board and make decisions collectively?



# NCVO: Safeguarding for Trustees... six areas



## Supporting your staff and volunteers:

- Are you confident that someone in your organisation understands the law relating to taking Disclosure and Barring Service (DBS) checks on staff and volunteers?
- Are you confident the organisation has good procedures in place to recruit staff and volunteers more safely, and then to support them as they start their roles?
- Does the board review the safeguarding training you offer to your staff and volunteers at least once a year?

# NCVO: Safeguarding for Trustees... six areas



## Handling and reporting concerns:

- Do you know your organisation's safeguarding reporting procedures?
- Are the reporting procedures well known among staff, volunteers and others in contact with the charity?
- Are you confident that they are in line with expectations of your local authority adult safeguarding board and children's safeguarding board or partnership?

# NCVO: Safeguarding for Trustees... six areas



## Your culture and values:

- Do you get safeguarding concerns raised? If you never have any, this can be an indication that your policies may not be strong enough for people to speak up.
- Do you have posters, cards, web pages or other ways of making sure everyone knows about their right to be safe?
- Do you seek feedback from staff and volunteers and the people you work with on whether your safeguarding policies work?

# Sources of Learning

Continued awareness and understanding of safeguarding is essential for trustees and staying abreast of developments helps you to bring scrutiny and challenge:

IICSA hearing reports

Charity Commission investigations

Statutory reviews (SARs and LCSPRs)

Local news and updates for contextual risks



# Q & A

# Thank you!



To find out more about SCIE's work with faith-based organisations or to get in touch, please follow the links below.

SCIE and the Safeguarding Training Fund:  
[scie.org.uk/safeguarding/charities/resources](https://scie.org.uk/safeguarding/charities/resources)

Safeguarding for faith groups:  
[scie.org.uk/safeguarding/faith-groups](https://scie.org.uk/safeguarding/faith-groups)

Sign-up to SCIE's e-bulletin to find out about future events and resources:  
[scie.org.uk/myscie/register](https://scie.org.uk/myscie/register)