



social care  
institute for excellence

# Survivor Engagement in Faith-Based Organisations

## Webinar and Your Questions Answered

# Session Outline



- The rationale for co-production and survivor engagement
- SCIE's learning on what makes meaningful, strategic survivor engagement
- Key perspectives on survivor engagement and lessons learnt
- Reflections and questions

# Webinar: Friday 11<sup>th</sup> December 11-12.30pm



## Survivor Engagement in Faith-Based Organisations

And your questions answered

*With:*

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

**Dr. Sheila Fish** (Head of Learning Together, SCIE)

**Phil Johnson** (Survivor of clergy abuse and Chair of MACSAS)

**Tim Carter** (Director of Safeguarding, Methodist Church in Britain)

**Ioannis Athanasiou** (Safeguarding Advisor, United Reformed Church)

# **Quick poll:**

**What stage is your organisation currently at with embedding meaningful, strategic survivor engagement into your daily safeguarding practices?**

- 1. Actively engaging**
- 2. In development**
- 3. Early thinking**



# 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:

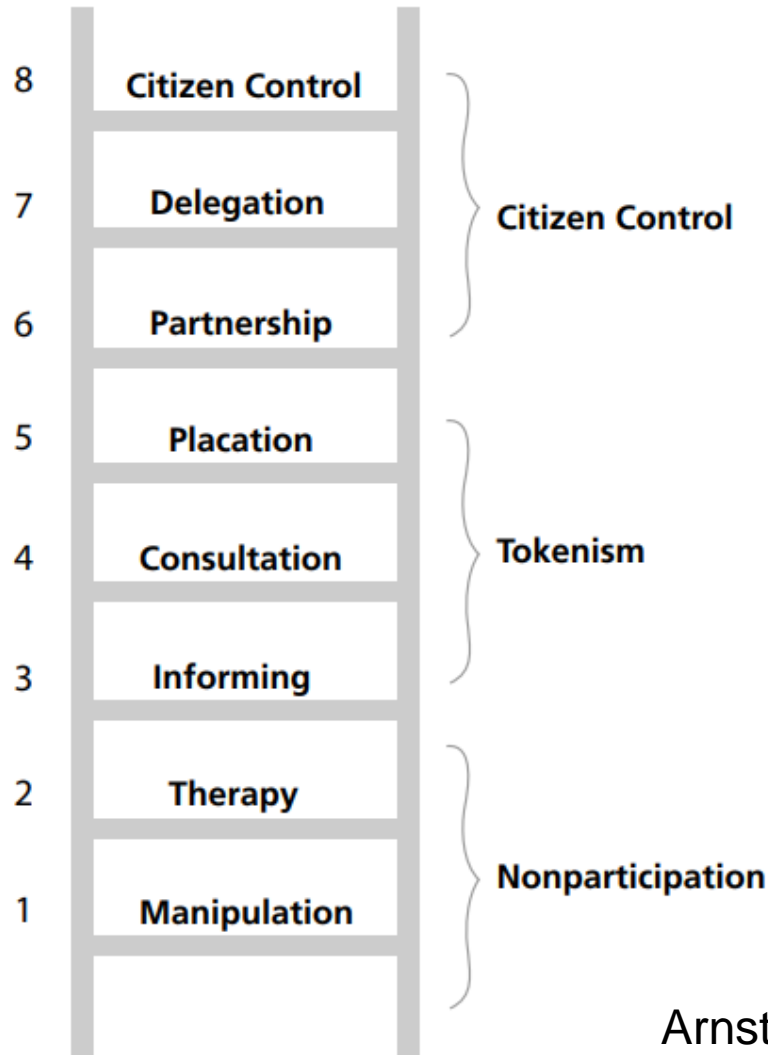
- Bringing together experts in safeguarding in faith-based organisations, to discuss the challenges faced and help shape SCIE's work in the area;
- Offering local learning opportunities and networks through online and local events
- Disseminating and sharing the NCVO materials
- Providing training opportunities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



Department for  
Digital, Culture,  
Media & Sport

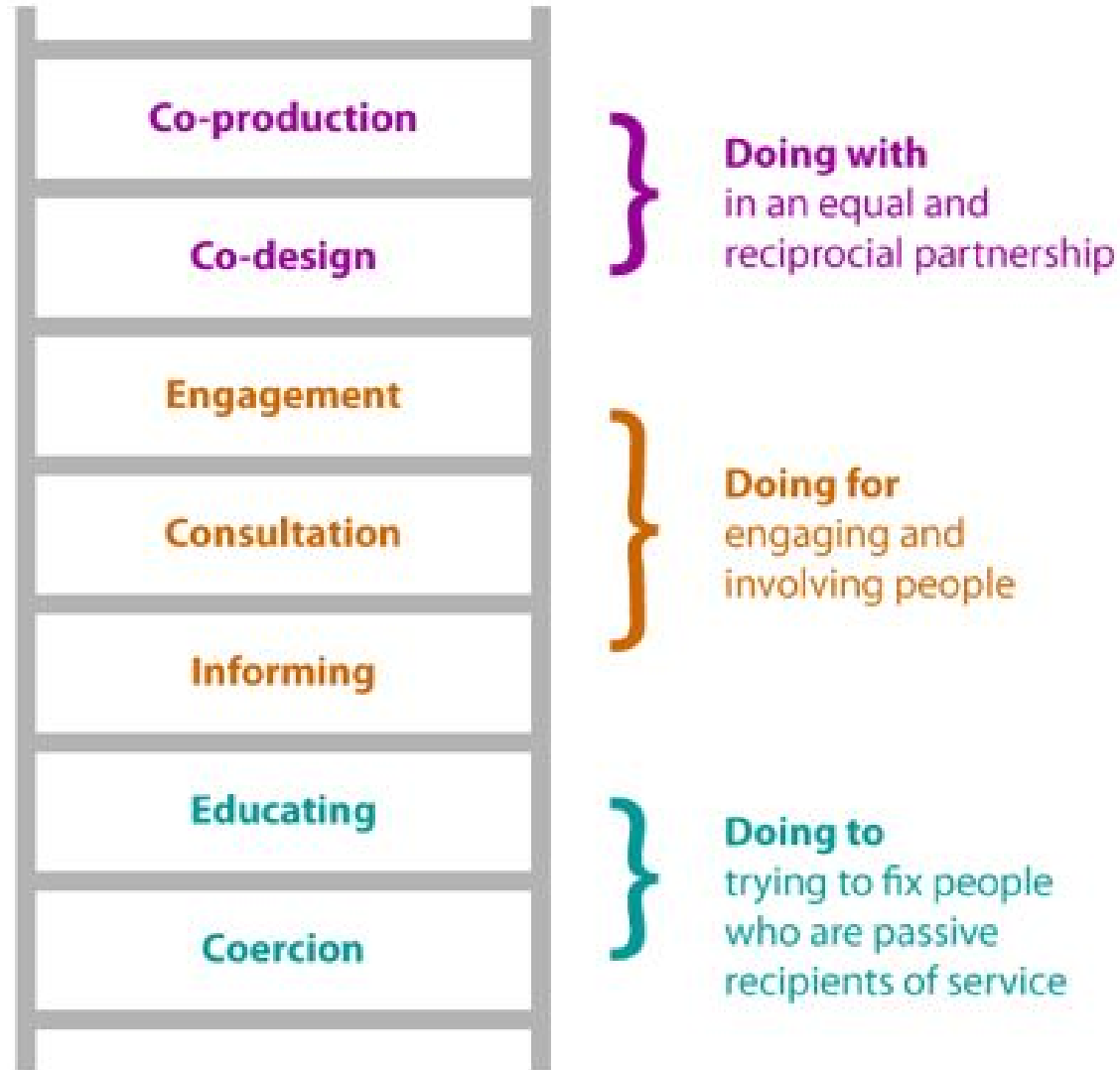


# The Rationale for Co-Production and Survivor Engagement



Arnstein's Ladder of Participation (1969)

# The Rationale for Co-Production and Survivor Engagement





Sharing Creativity Innovative Productive Experts by experience Reciprocity Positive relationships Resource Reciprocity Enjoyable Diversity Quality Flexibility Positive

# Co-Production Festival

**Key-Joy Simmons**  
 "Your Olympic dreams you can achieve it"  
 "Turn dreams to reality"  
 "hold your head high keep believing"  
 Stand tall and turn the tide  
 Never give up to make the change  
 Nothing About Us without Us

How far co-production has come and how far it has yet to go  
 Cripple Gates: "This is the life we're forced to lead"  
 Penny Pepper: "I know I never want to loose this independent thing that we crigs have fought so hard to win"  
 And other words reclaim  
 On the bus - There's a suitcase in the crig space dirty - bumpy bus

**Co-Production Pledge**

- To work with everyone, each other as equals
- To bring service users/carers in at the conceptual stage
- To promote and allow challenge
- To include everyone
- To make sure all information is accessible to everyone (Easy read)
- To train Society so they know what it is like to have a learning disability
- To include everyone we won't discriminate against anyone

**scie** social care institute for excellence  
 #coproweek  
 @SCIE\_socialcare  
 scie.org.uk

If we can get this right it can be the vanguard across health and social care

**scie**

Beyond engagement  
 sharing **POWER**  
 Designing Services  
 honesty  
 Trust  
 Always ask what do you mean and **HOW?**  
 What we can and can't do - Limitations  
 Good care and support is a **relationship**  
 using the right measures  
 Outcomes and Benefits for people for cost short and long term  
 Asset based approach strengths, skills and abilities  
**Talents**

Has co-production been hi-jacked or embraced by professionals?  
 No greater waste of money than providing services people don't need, want or can't access  
 Can co-production run in privately based businesses?  
 Personal budgets  
 A Way of working with people from the beginning  
 Journey

**Nothing about us without us**

**Bonny Phile and Mark Fleishman**  
 Mission Struggle  
 You belong to me  
 Miss Jealousness  
 Boomerang  
 Change is long and hard but lead with openness, honesty and welcoming nature  
 I expect leaders to make good things happen and to stop bad things from happening  
 We are all trying to get this right together

**Part of National Co-Production Week**

**Laurence Clark** Comedian  
 Harry Potter is stealing my bloody act!  
 on Daniel Radcliffe playing a person with cerebral palsy  
 it's not like I can steal his roles

# **Sheila Fish**

## **Social Care Institute for Excellence**



Supporting the Church of England in  
development of the  
Survivor Reference Group  
( - Feb 2020)

# Background



# Rationale for a Strategic Approach



## Moving from

- Reactive, piece-meal approach to survivor engagement
  - July 2018 CofE had no means of communicating with survivors
- Heavy reliance on very small number of survivors
  - Over-reliance on the generosity of that small number of survivors to contribute on a voluntary basis; out of step with good practice in coproduction

## Building on

- MACSAS, Lantern Project involvement in NSP
- Survivor group formed in Synod July 2018
  - Proven delivery ability: Synod Fringe event July 2018; Safeguarding Summit July 2019; Safe Spaces procurement

# SCIE/MACSAS Roles

A partnership since June 2018

## SCIE

- Time-limited, developmental role in set up
- Why:
  - An organisation with co-production at its heart
  - Experience of supporting organisations to set up the foundations and processes for coproduction
  - Detailed understanding of CofE safeguarding context
  - Established relationships with survivors

## MACSAS

- Time-limited, developmental role in set up & on-going role envisaged as core member
- Why:
  - Main clergy abuse survivors organisation
  - Credibility in the survivor community
  - Building on existing roles in CofE governance structures
  - Experienced survivor-led organisation
  - Experienced survivor-led support provision



# Presentation of core features

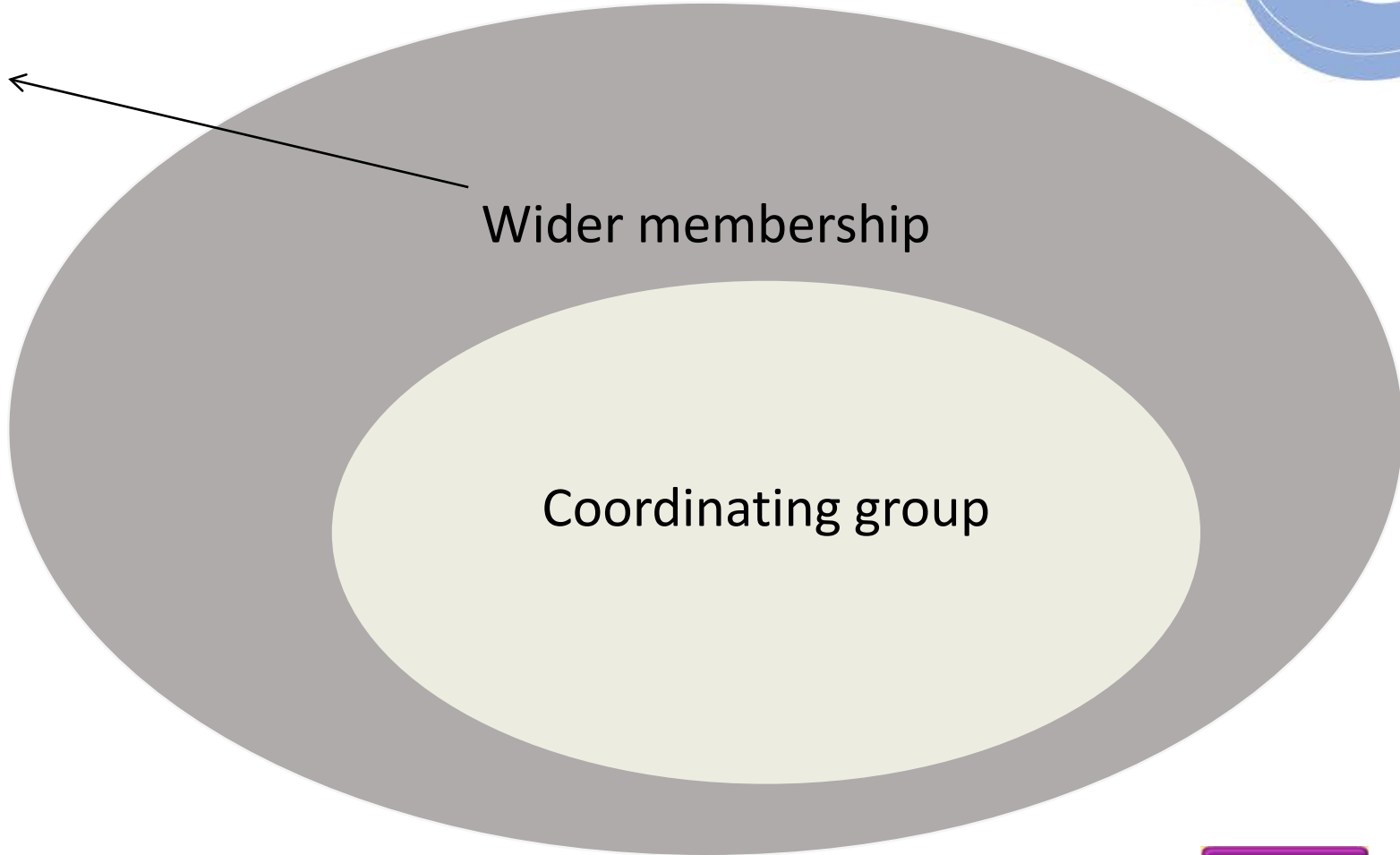


# An Inclusive and Accessible SRG



access to opportunities

- to be involved in particular projects and/or pieces of work
- as well as wider consultation on all work delivered by the SRG



# An independent SRG; not 'owned' and working exclusively through the National Safeguarding Team

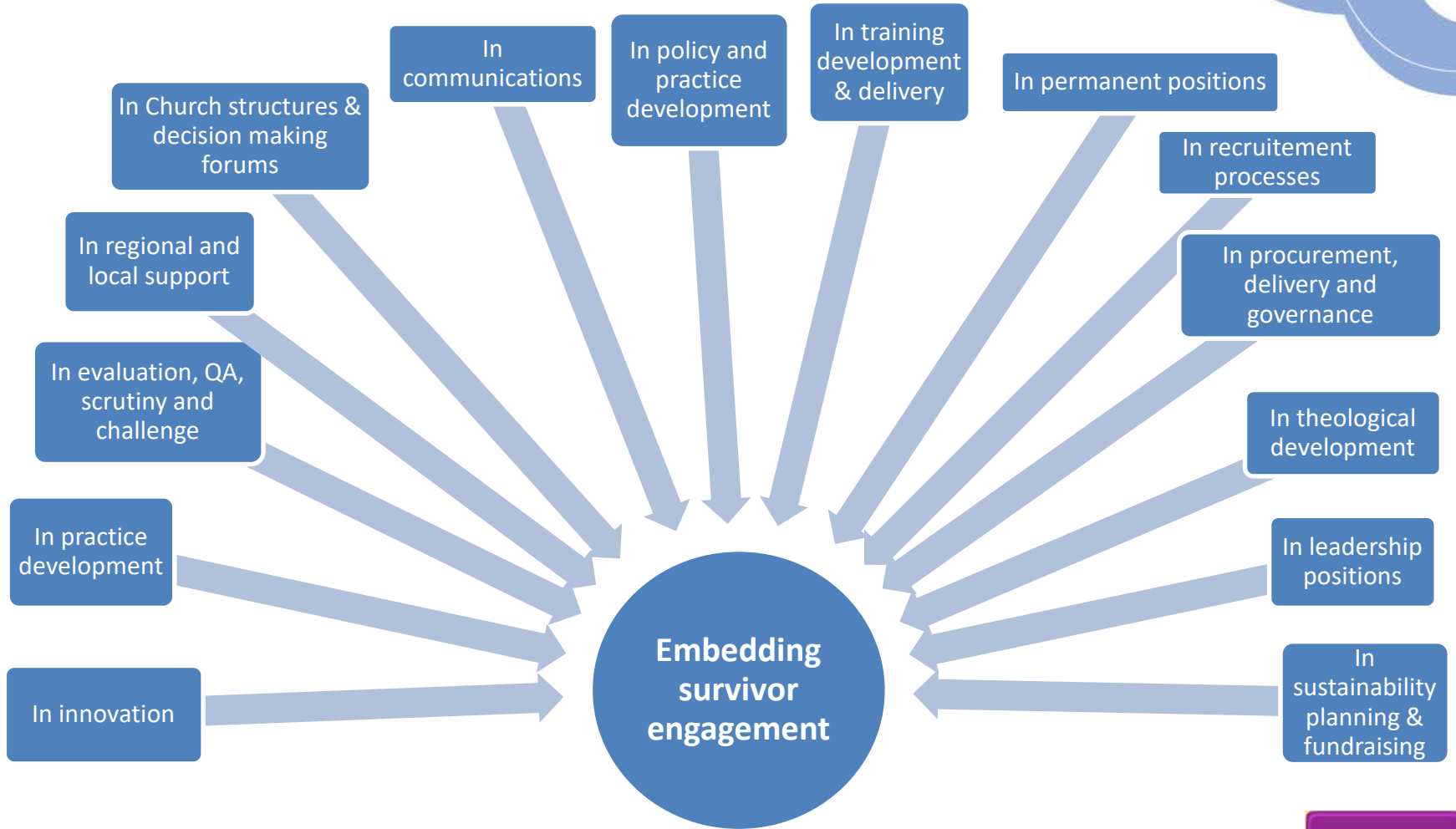
- The SRG needs to maintain independence from the Church in order to be a functioning and effective survivors' reference group.
  - Maintaining a critical function in constructive engagement
  - This is in line with the Catholic Survivors Panel, and local authorities.
  - The meetings need to be run so that the group both have space to discuss and work independently, and have opportunities to engage directly with the Church .
- Members keen to be able to source separate funding and pursue additional projects beyond NST's work plan
  - Within the purpose of the group as defined in the ToR



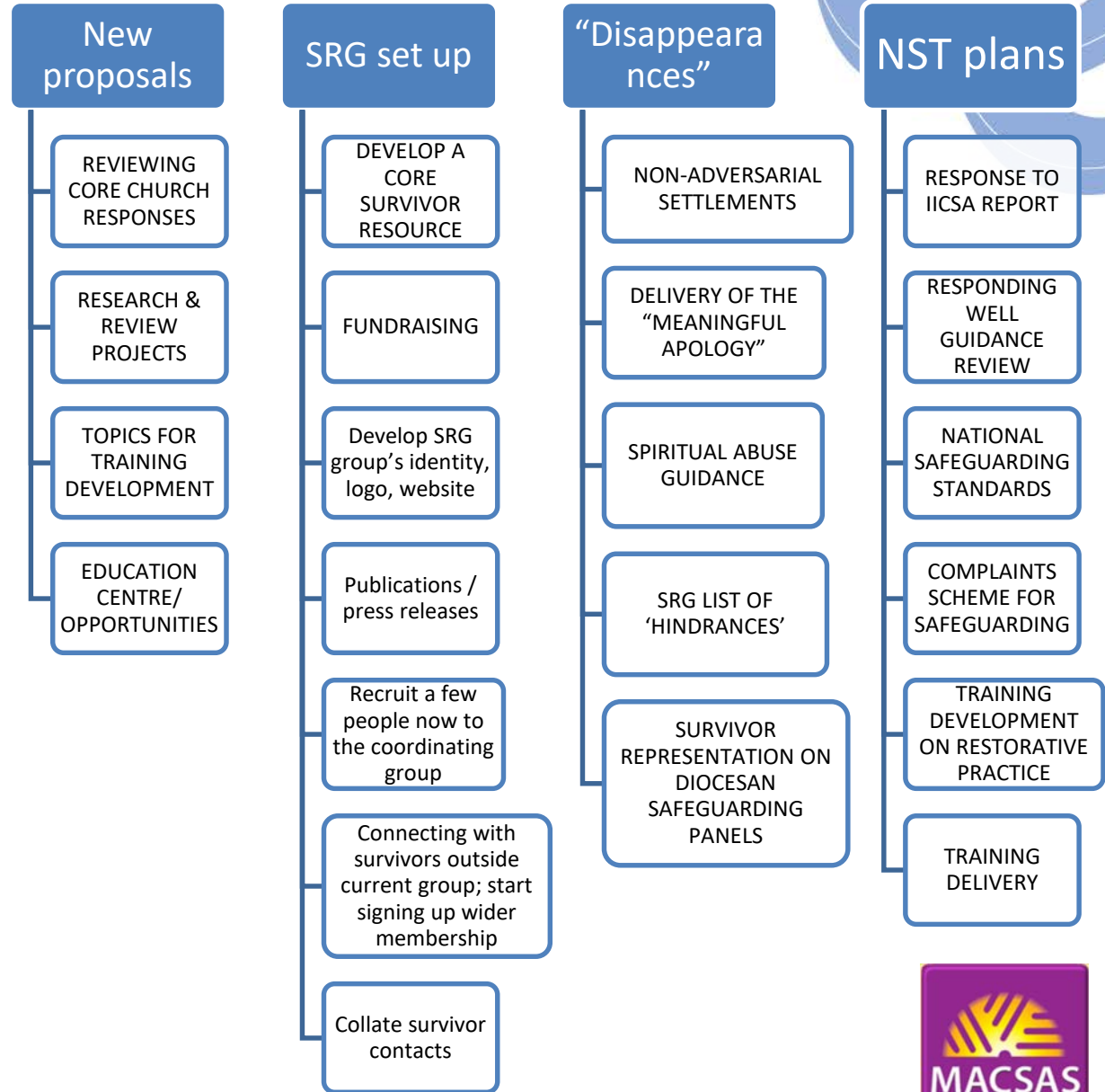
# A strategic approach, supported by cyclical work schedule, planned well in advance

- To be acknowledged and treated as the National Survivor Reference Group of the Church of England and engaged as the key mechanism for participation and co-production with survivors
- Annual work programme planning
- Quarterly coordinating group meetings
  - 2 day meetings
  - In line with work programme and project timelines
  - With input from wider membership and delivery teams

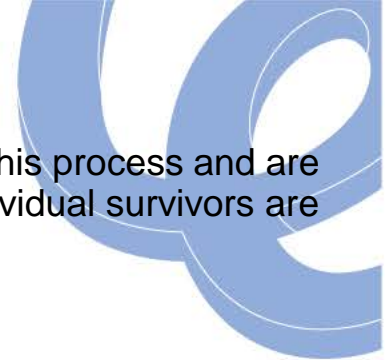
# Underpinned with a strategic framework — embedding coproduction across the range of functions related to safeguarding



# Annual Work Plan to Cover:

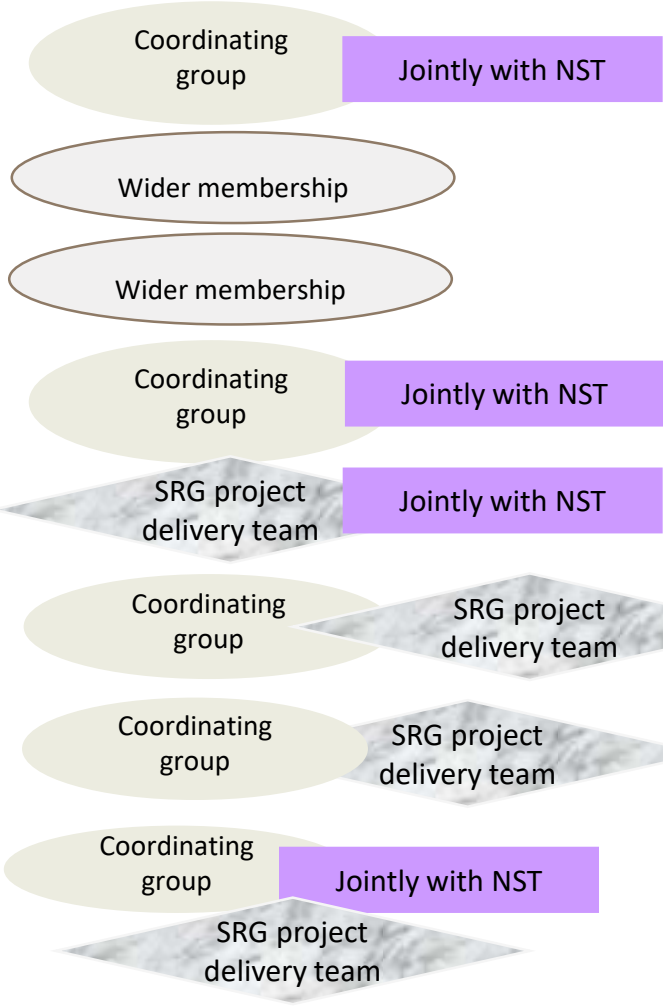


# Set work flow for each project



Designed so that the views of the wider membership both individuals and groups, feed into this process and are represented by the coordinating group in their activities. This avoids any impression that individual survivors are being 'cherry picked' to be communicated with and others left out

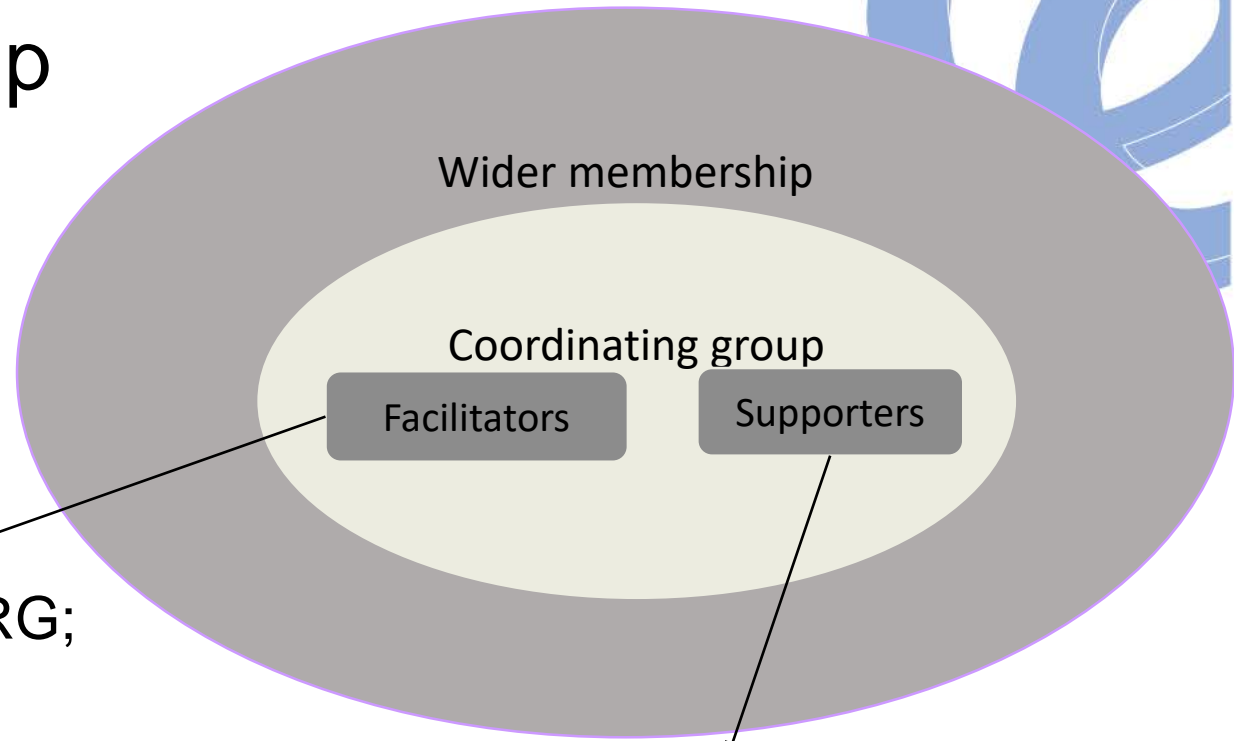
1. Project idea
2. Joint scoping meeting with commissioners
3. Seek expressions of interest from wider membership
4. Consultation with wider membership
5. Confirmation of survivors to do the work; resources needed, project plan
6. Delivery by nominated survivors
7. Coordinating group review, sign off and feedback to people who've taken part
8. Evaluation and process reflection
9. Comms, dissemination and engagement



# A supported group

Nb. Actively avoiding a set up with a Chair role & function

- Point of contact for SRG;
- Liaison function with NST/commissioners
- Practical arrangements of meetings
- ? Secretariat functions



- Available to support coordinating group members during meetings
- Invited by facilitators and by agreement of members

## Needs further thought:

- a) extent and mechanisms for support before/after meetings
- b) Relevant expertise in trauma, neuro-diversity and accessibility

# Facilitation and support roles – key principles

- Recognition of the emotional cost that taking part in this work often has for survivors
  - Requires a commitment to the on-going safeguarding of the group's welfare
- A running tension about how close is too close to the institution responsible for so much re-abuse
  - Underpins the perceived need for facilitators to be independent of the Church
- Members of the group will expect the right to privacy and anonymity
- Additional capacity
  - Most members of coordinating group are not 'career' survivors, but have day jobs, family and other commitments etc.

# Key principles of engagement more broadly



- Genuine efforts toward co-production and being treated as equal partners
  - Compassion, courtesy and respect
- Recognise the burden of the progress of people's individual cases
  - With non-work time in meetings;
  - With proactive addressing problems
- Remunerated to reflect the nature of the task & Payment of reasonable travel and other expenses associated with the task
- Members of the group will expect the right to privacy and anonymity
- Venues used in which participants can feel safe and well

# Engaging with abuse survivors; the non-negotiables



Inclusive

Independent

Empowered

Supported

Resourced

Strategic

Professional (systematic,  
cyclical and planned)



# Phil Johnson

- Personal reflections on the SCIE/MACSAS development process.
- Personal reflections on what has happened since and what this tells us about the challenges of genuine co-production.



# Tim Carter: The Methodist Church in Britain



## 1. Context – Past Cases Review

- ‘a long time coming’

## 2. The approach – Flexibility and Integrity

- Influencing structures
- Investing time to build trust
- Multiple views and multiple experiences
- Buy in symbolically and in reality



### 3. Challenges

- Whose agenda?
- 'don't hurry me'
- Lifelong experiences
- Asking for too much

### 4. Progress

- Active and committed group
- Publication
- Representation on Churches Safeguarding Committee
- New Policy group
- Wider awareness
- What's in a name?

# Ioannis Athanasiou

## The United Reformed Church



Our church, as other churches and faith communities, feel unease with survivors of abuse, the issue is whether we put them first and seriously listened to them





# Past Cases Review 2015-2017





The scriptural mandate that has entitled survivors to attend meetings with the URC has been justice and prevention: a personal sense of justice and peace for those who disclose abuse and action to prevent abuse and harm for others in the Church





Issues of power arise when people use and misuse the existing structures of the Church






Any prescriptive doctrine that impacts on people's lives (e.g. a concept of forgiveness) can be experienced as spiritual abuse.





# Principles of engaging with survivors

- **Listen with compassion:** Silencing survivors is a form of abuse, so active listening is vital
- **Protect personal integrity:** It is re-traumatising for people to experience situations where their story is not believed
- **Enable confidentiality:** Conversations in a face-to-face interaction initiates a healing process

- 
- **Empower humanly:** No intervention that takes power away from the survivor can possibly foster recovery – no matter how much it appears to be in his or her own best interest (Herman J. L. 1997).
  - **Respond timely:** It is not easy to disclose, but it is important that there is pastoral care available as well as access to support when a survivor speaks out.



# 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](http://scie.org.uk/safeguarding/charities/resources)

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