**PCR2 Executive Summary (Winchester Diocese)**

*Nothing requiring immediate safeguarding attention was found during the PCR2 review.*

*Files identified as wanting some form of action are the subject of ongoing attention by the Safeguarding Manager and her team.*

*The Independent Reviewer formed the view that there was room for improvement in the management of files generally. The key points in relation to improvement are as follows:*

**➢ Poor or non-existent chronologies**

I noted that files previously reviewed often did not have a clear record as to whether any recommended action(s) had been completed. The Diocese chose to have the deceased Clergy files reviewed although not an element of PCR 2.

I make two (2) principal recommendations:

*1) A chronology should be commenced from receipt of the original information/complaint*

Whilst there was some evidence of this, it was limited and very often was confined to a specific period rather than the entire sequence of events. A good chronology is an excellent briefing tool and enables someone unfamiliar with the case to quickly assimilate key facts and information.

*2) A record of policy decisions*

It is clear there are some cases which, by their very nature, are more complex or have difficulties. In relation to this small minority of cases (*an assumption on the part of the IR*) it may be worthwhile creating a Policy File. The systematic recording of policy decisions in these cases could be of considerable benefit and, in my view, one of the most important aspects of the management of any difficult or complex case. Recording the rationale underpinning a decision is crucial if the Church is to learn from good practice and be able to account for their decision-making process when later called upon to do so. In constructing such a Policy File, the manager should also always attempt to look forward and anticipate likely challenges to the decisions made. The Policy File should accurately reflect the important strategic and tactical decisions made by a manager relating to a case or an investigation. It is not suggested Policy Files are intended to document individual actions, they should be used to document the progress or otherwise of a case. The manager/supervisor would clearly need to constantly share the contents of the Policy File with other staff involved in the case. Such a practice, if adopted, would allow everyone to clearly understand the direction and progress of the case and the rationale behind the manager’s policy and decision-making with the information available at that point in time.

I found that there was basic knowledge of Domestic Violence/Abuse amongst Clergy, however I recommend further training is required to improve awareness. Good practice was identified during the review as follows:

**➢ A Casework panel chaired by an Independent Chair which meets four (4) times per annum**

**➢ The Safeguarding Manager sits on other Panels, for example the Local Safe Partnership Board and the Domestic Violence Forum**

The Safeguarding Team are highly committed to working closely together and they all have very good established links with other agencies, MAPPA, Local Authority Designated Officers (LADOs) for example. They also have extensive links with other, non-statutory safeguarding groups and organisations, such as Circles of Support and the regional ecumenical safeguarding forum.