

21. **AN-F23** was interviewed by the police with legal representation on the 15 August 2018 and the police informed the LADO of their decision to take no further action. I understand that **AN-A141**'s parents, **Parents** were also interviewed by the police. I did not communicate directly with the police other than in the initial ASV meeting on 30 July 2018.
22. On the 21 August 2018, a second and final ASV meeting was coordinated by the LADO, the minutes of which were shared on 22 August with **the Rector**, **AN-X2** and myself [**ACE026507**]. I was not available to attend the meeting but I reviewed the note of the meeting on receiving it from the LADO.
23. It was noted at the meeting that the family of the alleged victim had been referred to **DPA** Children's Services as they had moved local authority. The LADO noted the outcome of the police investigation that they would not be taking any further action. It was agreed that **AN-F23** should be interviewed by his employer to establish whether **AN-F23** demonstrated a degree of reflection upon the incidents and whether he had insight and remorse over his actions. A discussion was held over what should be put to him to elicit his understanding of the impact of his behaviour.
24. It was noted that if there were gaps in safeguarding policies within the parish, **the Rector** and **AN-X2** would take these forward.
25. The LADO concluded there were two separate allegations. The first related to the incident on the trampoline and this was found to be unsubstantiated. The second allegation related to the matter of tongues touching, which was substantiated (on account of the fact that **AN-F23** had admitted it occurred).
26. The actions agreed at the meeting were recorded as:
  - 26.1 **AN-F23** to be interviewed by **AN-X2** "as part of an internal investigation to establish his views and determine potential risk in order to inform further decision making regarding his ongoing employment and whether disciplinary procedures need to be initiated";
  - 26.2 If disciplinary procedures were initiated, the LADO would be informed of the outcome;
  - 26.3 **AN-F23** to remain suspended until the outcome of the investigation was known;
  - 26.4 Training to be sought for **AN-F23** either internally or via the **DPA** **DPA** Safeguarding Children Board **DPA**
  - 26.5 The LADO to notify the outcome to the social worker allocated to Mr **AN-F23** family to allow assessment to commence.

source assistance from an individual from another parish. However, I have not come across this situation since joining the DST.

#### Actions taken in response to the Report's recommendations

34. The Report's recommendations were completed and reported back to the LADO. **the Rector** oversaw the steps which **AN-F23** needed to take before returning to work, issued a formal warning (on 6 September 2018) and provided an update to the LADO **[ACCOE00027312]**. I understand from **AN-X2** that the parish has since introduced safeguarding training for all volunteers and staff.
35. My involvement in the implementation of the recommendations in the Report was in relation to the training for **AN-F23** which I address in more detail below.

#### Training provided to **AN-F23** and consideration of risk assessment

36. As agreed with the LADO and in line with the recommendations in the Report, one to one training was delivered by myself to **AN-F23** on **day** September 2018, following an email exchange with **the Rector** and **AN-F23** completion of online training **[ACCOE00027312]**. We discussed the safeguarding and welfare requirements as a provider of the pre-school **DPA** sessions and that the parish must take the necessary steps to keep children safe and well. We also discussed that the sessions should be able to operate in line with standards expected of early years services and have appropriate policies and procedures in place.
37. During my session with **AN-F23** had an opportunity to explore with him the circumstances in which the concerns arose, whilst also exploring his past work experience and his understanding of safeguarding. It became clear that his personal relationship with the family had contributed to the situation as he had not considered his position as an employee of the parish in the context of his relationship with the family. From this conversation with **AN-F23** and my understanding of his role and job that he was undertaking, predominately as a **DPA** it was clear to me that the Parish needed to review his role and consider how he was supported and supervised in order to ensure that in carrying out his duties he did not place himself at risk.
38. During my discussions with **AN-F23** during his training session he demonstrated that he understood that if and when there was a concern raised about a child it was correct and proper that a full enquiry should take place. He had previously worked within children's support services and he demonstrated he had an understanding of

safeguarding. I was also aware that [AN-F23] and his family had been subject to a section 47 assessment by social services under the Children Act 1989 which had concluded that he was not a risk to children within his family home. Based on my discussions with [AN-F23] and my awareness of the social services' assessment, in my professional opinion I did not believe that he himself posed a risk.

39. On 2 October 2018, the DST (myself and Margaret McMahon, DSA) had a professionals discussion in relation to a risk assessment of [AN-F23] and it was agreed that no further risk assessment was required in this case, based on my professional advice. Based on the outcome of the discussions with the LADO and my professional opinion we did not think that any restriction on [AN-F23] ability to work with children was necessary.

#### Training for laity

40. There is training for laity (whether employees or volunteers) available through on-line modules. These consist of C0 module, recommended for anyone who needs a basic level of awareness of safeguarding and Foundation C1 module, which is required for anyone who has safeguarding responsibilities or who has contact with children, young people or adults. At the time of the incident in July 2017, these modules were available online but had not been taken up by the Parish in relation to [AN-F23] which was recognised in the Report.
41. I understand that the failure identified in the Report to implement Diocesan safeguarding policies was limited to the training point discussed above. In my view the chronology of events evidences the Parish followed statutory procedures and fully co-operated in the statutory led investigation.

#### Communication with the Parish

42. The Inquiry has asked me to comment on problems experienced by the parish team in contacting the Diocesan safeguarding team and why the Diocesan team was slow to respond to calls from [AN-X2] I understand this relates to a comment made by [the Rector] in his interview that "*I had tried to contact them the previous evening [23 July] but none of the numbers worked*" and a comment by [AN-X2] in his Report that "*my own attempts to contact safeguarding officers have caused me to leave two telephone messages, neither of which have been responded to*".
43. In relation to the initial attempt to contact the DST made by [AN-X2] there is an emergency telephone duty service for out-of-hours which is contracted to