

Executive Summary

Review Opinion	Requires Improvement
<p>The NST is working extremely hard to establish the policies, processes and controls in place to bring about a positive safeguarding culture that will ultimately lead to a safer Church. The commitment of the NST to the Church is something to be commended, working in a challenging and sometimes hostile environment, they are starting to lay down the foundations for a positive safeguarding environment and culture within the Church. Despite working incredibly hard, key challenges remain and may impact the achievement of the higher level NST objectives. There is a need to try and work smarter, addressing key areas such as the longer-term strategy, scope creep, casework demands, accountability/responsibility, engagement with victims/survivors and cultural challenges, which all pose material risk to the ultimate aim to create a safer church.</p>	
Strengths	Areas for Development
<ul style="list-style-type: none"> • Professionally qualified and competent team established. This includes additional staff being resourced in the Archbishops' palaces. • There are a number of activities that have been completed or are currently underway that work towards achieving aspects of the 4 key strategic areas identified by the NST. • A comprehensive suite of safeguarding policies and guidance documents have been produced and shared with key stakeholders in the CofE. • Safeguarding training has been developed and is now being rolled out across the CofE. • The profile of safeguarding within the CofE has increased and the foundations for a positive safeguarding culture change are being laid. 	<ul style="list-style-type: none"> • Need the medium-long term strategic thinking around safeguarding in the Church and what role explicitly the NST will have to enable this. • Managing scope creep. The safeguarding demands have grown exponentially and with the lack of strategic thinking, the ability to effectively prioritise and resource key activities becomes limited. • Casework demands are significant. A Casework Management System is desperately needed, as well as ensuring the appropriate severity of cases are being escalated to the NST. • No clear lines of accountability and responsibility are defined. Too many bodies, groups and individuals have oversight and their own demands of the NST, without anyone having the clear strategic, higher level accountability. • Lack of engagement with Victims/Survivors. This was not prioritised despite being a strategic objective. • Culturally, there are challenges working with other stakeholders in the Church, with Victims/Survivors and within the team itself. There is no healthy speak out culture, issues remain unresolved and relationships and ultimately the achievement of objectives suffer as a result. • There are still concerns about the lack of formal enforcement powers that exist with regards to safeguarding. It is felt that the NST, the Archbishops' Council or the House of Bishops have limited power over individuals Bishops and/or Dioceses.