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| **No.** | **Recommendation** | **Reviewers advice** | **Action needed** | **By whom** | **By date** | **Outcome** |
| 1. | In safeguarding situations relating to church officers, a reminder should be given to the Core Group members that all relevant documentation and records of actions, including emails, should be shared with the DSA unless they are bound by CDM or statutory agency confidentiality. The safeguarding file should be the complete safeguarding record. | A suggestion should be made to the NST that this is considered as an addition to the Practice Guidance when amended. | To be raised with NST | Ted Allen | 31/08/2020 | 6/10/20 – NST Deputy Director advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 2. | If a Core Group cannot be organised within 48 hours of the DSA receiving a safeguarding concern due to non – availability, then consideration should be given to an earlier Core Group conference call, to be followed up with a further meeting shortly afterwards. |  | Whoever first receives the report should make contact to do this.  To be actioned Locally and ensure this happens in all cases.  Needs to go in local guidance as to How B&W do core groups | Glenys Armstrong | Pending NST Guidance revision | 8/10/20 Diocesan Safeguarding Manager (DSM) Archdeacons and Bishops Chaplain held meeting to consider implications of recommendations on how urgent core groups need to be booked into diary. Arrangements for urgent meetings now in place. |
| 3. | Statements made to the congregation regarding their incumbent having been suspended should only be made after full consultation and preferably only after it has been discussed at a Core Group and where relevant, with the statutory agencies. |  | To be raised with NST  To be actioned Locally and ensure this happens in all cases.  Needs to go in local guidance as to How B&W do core groups | Ted Allen  Glenys Armstrong | 31/08/2020  Pending NST Guidance revision | 6/10/20 – NST Deputy Director confirmed this will be considered for new guidance.  8/10/20 it was agreed at a meeting of DSM Bishops Chaplain and Archdeacons on that a comms strategy will be considered as an agenda item at each core group. |
| 4 | The complexities of engaging with a benefice in managing a safeguarding concern are not acknowledged in the current Practice Guidance. The number of parishes, which need to be involved in the process, makes several aspects of managing the case more difficult. | The NST should consider acknowledging this in the Practice Guidance particularly in relation to Core Groups, communication and managing risk. | To be raised with NST | Ted Allen | 31/08/2020 | 6/10/20 – NST Deputy Director advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 5 | When managing safeguarding cases which impact upon parishes, Section 3.1 of the Practice Guidance should be considered good practice in relation to parish membership of Core Groups and unless there are valid reasons not to invite them, they should be invited from the beginning of the process. Consideration should be given to inviting the most appropriate parish officers with relevant skills and capacity for the role. |  | To raise with NST, noting the issues of identifying “who is appropriate” and what would constitute “valid reasons”.  To be noted in local guidance regarding core groups | Ted Allen  GA | 31/08/2020  Pending NST Guidance revision | 6/10/20 –NST Deputy Director advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  8/10/20 DSM, Archdeacons and Bishops Chaplain discussed – attendance of Area Dean, Churchwarden and PSO needed to be considered in core group arrangements. |
| 6 | The first role of the Core Group is to establish the boundaries of confidentiality and to obtain agreement. This must be fully minuted. |  | To be noted in local guidance regarding core groups | GA | Pending NST Guidance revision | 8/10/20 it was agreed at a meeting of DSM Bishops Chaplain and Archdeacons that confidentiality expectations will be considered as an agenda item at each core group. |
| 7 | To reinforce and remind the Core Group of its role as stated at Section 1.6 of the Practice Guidance:  *Every safeguarding concern or allegation involving a church officer should be managed by a defined core group, convened for the specific situation.*  *The purpose of the core group is to oversee and manage the response to a safeguarding concern or allegation in line with the House of Bishop’s policy and practice guidance, ensuring that the rights of the victim/survivor and the respondent to a fair and thorough investigation can be preserved.* |  | To be noted in local guidance regarding core groups | GA | Pending NST Guidance revision | 8/10/20 it was agreed at a meeting of DSM Bishops Chaplain and Archdeacons that the purpose of the group will be considered as an agenda item at each core group. |
| 8 | The minutes of a Core Group should be taken by an administrator whenever possible who is skilled and experienced at taking minutes. The minutes should include clear actions, follow the agenda items and be sufficiently detailed to properly reflect the discussions. They should be circulated to all those present to check for accuracy. | The importance of having a consistent chair and membership, including administrative support | To be noted in local guidance regarding core groups. | GA | Pending NST Guidance revision | 8/10/20 it was recognised at a meeting of DSM Bishops Chaplain and Archdeacons that for resource reasons this is not always possible, but minutes should not be taken by the Chair or DSA, and if no administrative support is available, another member of the group will take the minutes. |
| 9 | Core Groups should follow a standard agenda | Enquiries to be made with the NST regarding the removal of the Core Group Agenda from the Practice Guidance. | Raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director NST advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  8/10/20 it was agreed at a meeting of DSM Bishops Chaplain and Archdeacons that the group would agree a standard agenda to be used at initial and subsequent core groups to ensure that all the “agenda” recommendations were addressed on each occasion. These were circulated and agreed on 27/10/20 |
| 10 | Support for victims should be a separate agenda item for all Core Group meetings. |  | Raise with NST as at Pt 9.  To be noted in local guidance regarding core groups | TA  GA | 31/08/2020  Pending NST Guidance revision | 6/10/20 – Deputy Director NST advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  8/10/20 it was agreed at a meeting of DSM Bishops Chaplain and Archdeacons support for victims will be considered as an agenda item at each core group. |
| 11 | When the offer of support has to be made via a third party then there should be a follow up from the DSA in writing to ensure that the offer has been made and for this to be recorded on the file. |  | To be raised with the NST as a point in the practice guidance  To be noted in local guidance regarding good practice in case management | TA  GA | 31/08/2020  Pending NST Guidance revision | 6/10/20 – Deputy Director NST advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  This is noted for action on future cases which may arise before the new guidance is issued. |
| 12 | In safeguarding cases, the role of the AD needs to be clarified. In the majority of clergy cases the AD role will be disciplinary rather than pastoral, and independent pastoral support needs to be put in place. This needs to be clearly explained to the subject. | The Archdeacon should not be providing pastoral support to the respondent. | Raise with NST.  To be clarified locally - Meeting to be convened to discuss recommendation with AD’s and BC. | Ted Allen  GA | 31/08/2020  30/09/2020 | 6/10/20 Deputy Director NST advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  8/10/20 it was agreed at a meeting of DSM Bishops Chaplain and Archdeacons that support for clergy or church officer respondents will be provided by the allocation of a link person, and that the Archdeacon needs to maintain the disciplinary role. Support provided to respondents will be an agenda item at each core group. |
| 13 | It is good practice for a member of the Diocesan Safeguarding Team or a Communications Officer to attend court trials of members of the clergy and take comprehensive notes. | A suggestion should be made to the NST that this is considered as an addition to the Practice Guidance when amended. | Raise with NST  To be noted in local guidance regarding good practice in case management | Ted Allen  GA | 31/08/2020  Pending NST Guidance revision | 6/10/20 – Deputy Director NST advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  This is noted for consideration in future cases which may arise before the guidance is issued. |
| 14 | Clarity to be sought with the NST as to whose responsibility it is to discuss with a victim the process of making a claim, what advice should be given to the victim and at what stage this discussion should take place. | Clarification is needed in the Practice Guidance as to at what stage, and by whom, a referral should be made to the insurers. | Raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director NST advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 15 | A suggestion is made to those who are currently reviewing the CDM process that an information leaflet regarding the CDM process from the perspective of the complainant and victim is produced. | To be considered by the NST | To raise with NST, and to ask the NST to liaise with CDM reviewers | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director NST advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 16 | When the complainant is also the victim in a CDM case, then there needs to be a sensible and sensitive approach regarding what papers are sent to them. They may legally be regarded as ‘the prosecutor’ but importantly, they are also a victim and should be treated with this in mind. | Clarification is needed in the Practice Guidance | To raise with NST, and to ask the NST to liaise with CDM reviewers | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director NST advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 17 | When a victim is approached to ask if they wish to make a CDM complaint, if a senior clergy person such as an Archdeacon is also making a complaint, then the victim must be informed and the consequences explained i.e. does this negate the need for the victim to make a complaint or will it be regarded as a weakening of the prosecution case if the victim declines to make a complaint on that basis. | Clarification is needed in the Practice Guidance | To raise with NST, and to ask the NST to liaise with CDM reviewers | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 18 | Training should be offered for DSAs on the CDM process and how it relates to safeguarding situations. | NST to consider | To raise with NST, and to ask the NST to liaise with CDM reviewers re training | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 19 | The reason for the risk assessment as stated in the Terms of Reference must fully reflect the allegations made rather than just what has been admitted by the subject. | Clarification is needed in the Practice Guidance | To raise with the NST.  To be noted in local guidance regarding good practice in case management | Ted Allen  GA | 31/08/2020  Pending NST Guidance revision | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  This is noted for inclusion in future cases which may arise before the guidance is issued. |
| 20 | Clarification to be sought from the NST regarding the expectations for communication between the DSA and the subject before the commencement of the risk assessment and for the clarification to be included in the Practice Guidance. | Clarification is needed in the Practice Guidance | To raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 21 | Consideration should be given to the Practice Guidance being amended at section 5.6a to include as best practice that when the Bishop receives the draft risk assessment report from the assessor that he shares it with his DSA and Registrar before determining whether there is a need for clarification to be sought from the assessor. This should happen before sharing the draft with the subject. | Clarification is needed in the Practice Guidance about the importance of safeguarding and legal professionals seeing any risk assessment at this stage | To raise with the NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 22 | Consideration to be given to rewording and expanding sections 5.7a and 5.8a of the Practice Guidance for clarity. | Clarification is needed in the Practice Guidance regarding the clergy regulations. | To raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 23 | When a CDM and a safeguarding case are running parallel to each other, there should be a clear distinction when the Bishop is meeting with the subject between a CDM meeting and a safeguarding meeting and appropriate advisers should attend each. | Clarification is needed in the Practice Guidance as to which procedures need to be followed and when | To raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 24 | Consideration to be given by the NST for guidance to be included in the Practice Guidance for:  1) How a Core Group can challenge the conclusions of a risk assessment if the Group decides this is necessary and;  2) If there are problems in implementing the recommendations of a risk assessment, how to refer back to the Risk Assessor for further consideration and clarification. | Clarification is needed in the Practice Guidance on Core Groups | To raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 25 | When there is only one representative from each parish, the Core Group should encourage the parish representatives to set themselves up for mutual support with an external supporter if necessary. This is all the more necessary in a benefice. | Clarification is needed in the Practice Guidance about Parish Representation on Core groups | To raise with NST. To link with recommendation 5, in a large Multi-parish benefice, how to decide who should attend from which parishes, how they are to be supported, and who the supporter might be. What are the implications of the Respondent objecting to their inclusion in a core group?  To add to local guidance on managing core groups | Ted Allen  GA | 31/08/2020  Pending NST Guidance revision | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  This is noted for consideration locally in future cases which may arise before the guidance is issued. |
| 26 | The issue of confidentiality requirements for Core Group members needs to be expanded upon in the Practice Guidance to include advice on what actions can be taken if confidentiality is breached and for the NST to consider drafting a form of Non-Disclosure Agreement template for Core Groups. | Clarification is needed in the Practice Guidance on Core groups | Raise with NST. | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 27 | |  | | --- | | When drafting a safeguarding agreement, the DSA and the drafting group should always have in mind whether the agreement will a) contain sufficient restrictions on the subject to appropriately minimise the risk posed and b) whether the adherence to the agreement can be managed. If it is recognised that either requirements cannot be met, then this needs to be taken back to the Core Group for further discussion. | | Clarification is needed in the Practice Guidance on Core Groups and Risk Assessments | Raise with NST.  To be noted in local guidance regarding good practice in case management, particularly in relation to Professional Conduct of Clergy guidance | Ted Allen  GA | 31/08/2020  Pending NST revision of Practice Guidance | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  This is noted for consideration locally in future cases which may arise before the guidance is issued. |
| 28 | |  | | --- | | The issue of the impracticality and even impossibility of a Safeguarding Agreement to be effective and manageable for an incumbent when they are active in their role needs to be discussed with the NST and guidance sought. | | Clarification is needed in the Practice Guidance on Core Groups and Risk Assessments | Raise with NST.  To be noted in local guidance regarding good practice in case management | Ted Allen  GA | 31/08/2020  Pending NST review of Practice Guidance | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  This is noted for consideration locally in future cases which may arise before the guidance is issued. |
| 29 | Advice needs to be sought as to whether a Bishop can see the minutes of the Core Group meetings. Regardless, the Practice Guidance needs to be clear on this point. | Clarification is needed in the Practice Guidance on Core Groups and Risk Assessments | Raise with NST. | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 30 | Consideration is given to formalising a process of peer support for Diocesan Bishops in complex safeguarding cases with ‘professional case supervision’ being provided by the lead or deputy safeguarding Bishop to create a safe space for the issues to be discussed. This must not be used to influence any CDM decision making. | Role of Lead/Deputy safeguarding Bishop to be clarified in the Guidance | Raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 31 | When an incumbent is subject to a safeguarding concern, particularly if he is suspended from his role, there needs to be an understanding by the parish that there is a limited amount of information that can be shared by the Diocese to those not on the Core Group. However there also needs to be a recognition from the Core Group as to the frustration and misperceptions which will develop in the parishes when no information is forthcoming. Updates from the Archdeacons and the DSA will always be helpful, even if the update can only be limited, but consideration should be given to providing more general information about processes. | More detail in the practice guidance | Raise with NST  To be noted in local guidance regarding good practice in case management | Ted Allen  GA | 31/08/2020  Pending NST revision of Practice Guidance | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  This is noted for consideration locally in future cases which may arise before the guidance is issued. |
| 32 | Clarification is needed in the Practice Guidance about named support for parishes; information sharing; advice on communications and response to specific issues they raise should be offered to parishes when their incumbent has been suspended due to safeguarding concerns. | To be clarified in the Practice Guidance | Raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 33 | |  | | --- | | When an incumbent is suspended for safeguarding concerns for a prolonged period of time, consideration should be given to a Suffragan Bishop taking on a pastoral role in the parish or benefice. | | To be clarified in the Practice Guidance | Raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  This is noted for consideration locally in future cases which may arise before the guidance is issued. |
| 34 | The issue of confidentiality requirements for Core Group members and Parish Officers outside of the Core Group but involved in the management of a Safeguarding case needs to be expanded upon in the Practice Guidance. Guidance is particularly needed regarding what action to take if confidentiality is breached. Exclusion from the Core Group should be considered. If the breach has been by a Church Officer, then disciplinary action should be an additional consideration. | To be clarified in the Practice Guidance | Raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 35 | |  | | --- | | The attendance and participation of the Communications officer at Core Groups is vital. Their role is not just to advise on media issues but also to advise on the wider communications issues in parishes. | |  | To be noted in local guidance regarding good practice in case management | GA | Pending NST revision of practice guidance | 8/10/20 it was agreed at a meeting of DSM Bishops Chaplain and Archdeacons on that the Comms Manager will be invited to all core groups, and a comms strategy will be considered as an agenda item at each core group. |
| 36 | |  | | --- | | That reassurance is sought that the Registrar is in agreement with the new guidance issued for referrals to the Charity Commission on the issue of reportable incidents. | | For discussion with the Diocesan Registrar | DSA and Bishops Chaplain to discuss with the Registrar | GA/BC | 30/09/2020 | The registrar has acknowledged that he has read and understood the new Charity Commission Guidance.  On 12 October new draft guidance on reportable events to the Charity Commission was issued for consultation from the NST, and the issue that resulted in this recommendation – the definition of “Beneficiaries of the Charity” in relation to being all parishioners still has not been clarified. The DSM asked for further clarity on this issue on 26/10/2020 and has received assurance that this matter will be addressed in the revised guidance. |
| 37 | Registrars should be offered Diocesan safeguarding training, particularly when new safeguarding guidance is produced. | To be clarified in the Training Practice Guidance | Raise with NST  Training opportunities to be offered to the Registrar | Ted Allen  GA | 31/08/2020  30/09/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  The Registrar is not one of the roles presently required to undertake Diocesan Safeguarding Training, however as the National Safeguarding Training is available on the NST Training Portal it is available to all. |
| 38 | |  | | --- | | Advice to parishes on how to deal with the issue of parish equipment, such as computers and phones, at an early stage of suspension to be included in the Practice Guidance. | | To be clarified in the Practice Guidance | Raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 39 | Any revision of the Practice Guidance should include step by step advice regarding the support of victims and survivors. This should include the issue of counselling and discussing with the victim/survivor on whether they wish to make a claim. | To be clarified in new Responding Well Practice Guidance | Raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 40 | There is a need for a readily accessible, informative and sensitive information document for all victims of safeguarding cases where the person of concern is a Church Officer. This should include information about processes; terminology; support; and single points of contact. This could form the basis of a Victims Charter. | To be created nationally | Raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
| 41 | The offer of making an apology to a victim/survivor should be considered in all cases. The Practice Guidance at Section 5.10.1 should be followed regarding the timing of the apology, how this should be made and by whom. If there is a justifiable reason for why the DSA and the Core Group feel that an offer of an apology is not appropriate, then this must be documented on the safeguarding file. | To be considered locally | To be noted in local guidance regarding good practice in case management | GA | Pending NST revision of Practice Guidance | This is noted for consideration locally in future cases which may arise before the guidance is issued.  The Bishop to send an apology with an offer of a face-to-face meeting to the victims in this case |
| 42 | A process of DSA peer review or independent case review for DSAs needs to be considered for complex cases, at regular intervals as the case progresses. This is not the same as professional supervision and should be kept separate. This could be provided by an Independent Safeguarding Consultant. The need of peer review should be included in the Practice Guidance. | To be considered by NST and added to practice guidance | Raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  This is noted for consideration locally in future cases which may arise before the guidance is issued. |
| 43 | This Review Report should be shared with the Chair of the Diocesan Safeguarding Advisory Panel for discussion with the Diocese about the involvement of the DSAP and its Sub Group in this case. | For local consideration | Consideration of how and when the Lessons learnt Report can be shared with the DSAP Case Review Group | TA | Pending Legal Advice | This Review Report has been shared with the Chair of the Diocesan Safeguarding Advisory Panel.  It is acknowledged that only meeting quarterly, the DSP cannot become involved with the operational process of a case, but needs to be made aware if a case is intractable and a wider oversight may be needed. |
| 44 | The benefice to be provided with some healing support arranged by the Diocese. This should be arranged in consultation with the PCCs. | For local consideration | Consideration of how ongoing “healing support can be provided to the Benefice. | BC in conjunction with New Rector. | Once new rector in post | The new Rector is now in post and the Bishops Chaplain and DSA have held a briefing meeting with the new rector to consider the way forward with healing support. |
| 45 | An independent safeguarding risk assessment will be required in the event of a member of clergy requesting a return to ministry at the end of a prohibition period. An Internal Investigation will be needed to inform the risk assessment. This should be linked to the CDM assessment. | To be considered by NST and added to practice guidance  For Local consideration |  | TA  GA/BC |  | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review.  This is noted for consideration locally in cases which may arise before the guidance is issued. |
| 46 | |  | | --- | | That the reviewer’s observations on the process of a lessons learnt review should be passed to the NST for consideration. | |  | | Lessons Learnt Review Practice Guidance needed | To raise with NST | Ted Allen | 31/08/2020 | 6/10/20 – Deputy Director (NST) advised that the recommendations would be considered for incorporation in the new guidance which is currently under review. |
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|  | **Further Local Actions** |  |  |  |  |  |
| 1. | Where new/revised practice guidance is issued for consultation, identify whether issues raised in these recommendations for inclusion in the Practice Guidance have been considered and included; and raise as a query if they have not been. |  | As draft Guidance is issued for consultation | DSM | Each month as guidance is issued | A query was raised with the NST regarding the definition of Beneficiary as it relates to parishioners in relation to the new Reporting Serious Safeguarding Incidents to the Charity Commission Guidance on 26/10/2020 |
| 2. | Arrangements made for the publication of the Report | The National Guidance advises that Lessons Learnt reports should be published if possible. | Legal advice is needed regarding the Data Protection arrangements needed to publish the report; the report may need to be redacted, and those affected may need to be informed prior to publication. | Working group of DSP Chair, Bishops Chaplain DSM, Assistant Diocesan Secretary and Communications Manager. |  | Initial legal advice on Data Protection received 27/08/2020;  Redacted documents and legal advice around Data Protection Impact Assessment and Legitimate Interest Assessment received 20/10/2020. Final Redactions and arrangements to publicise agreed 30/11/2020 |

Lessons Learnt Report Action Plan 2020