

A WORKSHOP ON SAFEGUARDING

Archdeaconry of France Online Workshop held on 2 December 2025 at 19:00

Led by the Archdeacon, the Reverend Canon Dr Peter Hooper

Invited speaker: **Grace Fagan**, Head of Safeguarding

The Archdeacon welcomed everyone to this, the 4th workshop of autumn 2025.

He welcomed Grace Fagan, and the meeting opened in prayer.

It was noted that a strong network of Safeguarding Officers is still needed, and the hope is to establish a more effective structure for sharing information, offering support, and providing guidance across chaplaincies in the Archdeaconry

1 Introduction

Grace Fagan was pleased to see many CSO at the meeting. She thanked everyone for their work and said, “we are doing better”. She also quoted Maya Angelou, who said, “When you know better, you do better.”

The church of England has made some changes, and she was previously known as Diocesan Safeguarding Advisor, now Diocesan Safeguarding Officer.

2 Quality Assurance Framework

This can be seen on the website, and the standards apply to every chaplaincy, office, team ...

<https://www.churchofengland.org/safeguarding/safeguarding-e-manual/safeguarding-learning-and-development-framework/section-7-quality-assurance>

The five standards are these:

Church of England Safeguarding Standards		
Standard	1	CULTURE, LEADERSHIP AND CAPACITY Church bodies have safe and healthy cultures, effective leadership, resourcing and scrutiny arrangements necessary to deliver high-quality safeguarding practices and outcomes.
Standard	2	PREVENTION Church bodies have in place a planned range of measures which together are effective in preventing abuse in their context.
Standard	3	RECOGNISING, ASSESSING AND MANAGING RISK Risk assessments, safety plans and associated processes are of a high quality and result in positive outcomes. The assessment and management of risk is underpinned by effective partnership working.
Standard	4	VICTIMS AND SURVIVORS Victims and survivors experience the timeliness and quality of Church bodies' responses to disclosures, and their subsequent support, as positively meeting their needs, including their search for justice and helping their healing process.
Standard	5	LEARNING, SUPERVISION AND SUPPORT All those engaged in safeguarding-related activity in Church bodies receive the type and level of learning, professional development, support and supervision necessary to respond to safeguarding situations, victims and survivors, and respondents, effectively.

These standards were discussed in breakout groups.

3 Managing Allegations

- The code of practice changed in September 2025
- There is an upcoming audit for the Diocese in Europe in 2027. There will be a survey in July 2027 and visits in October 2027; we do not yet have any idea of which chaplaincies will be audited.
- There needs to be a Single Point of contact per Archdeaconry.

4 Evidence

The audit will require clear and traceable evidence of safeguarding practice. This may include displayed safeguarding information, incident reports and actions taken, records of concerns, PCC minutes, AGM reports, and more. Simply recording "nothing to report" in PCC meetings is insufficient.

Both **direct evidence** (observations and written documentation) and **indirect or third-party evidence** are necessary; indirect evidence should always be identified as such.

In addition, Grace suggested that chaplaincies create and maintain files for each of the five standards, either digitally or in physical form, to demonstrate compliance during the audit process.

The topic of evidence was further explored in breakout groups.

5 Other

There remain some concerns about non-English speakers but, there is the possibility of sharing material in different languages.

It was also noted with concern that some Chaplaincy Safeguarding Officers have not yet completed their own safeguarding clearance.