



Creating safer places. Together.

Safeguarding Review Summary Report

**Saint Deiniol's Cathedral / Cadeirlan Deiniol
Sant ym Mangor - Diocese of Bangor,
Church in Wales**

April 2025

Thirtyone:eight Safeguarding Review

1. Confidentiality Statement

This Summary report is the property of the Diocese of Bangor and was commissioned by the Archbishop of Wales (also Bishop of Bangor). This agreed Summary report has been prepared for the Archbishop of Wales for the purpose of communicating our findings to those that participated in the Safeguarding Audit undertaken by Thirtyone:eight. Whilst we have taken reasonable measures to maintain confidentiality and to limit access up to this point, we understand the Archbishop of Wales wishes to publish this Summary so that all connected to Saint Deiniol's Cathedral have access to the key findings of this Review and the full recommendations.

2. Referral Summary & Context

In response to safeguarding concerns being raised in relation to Saint Deiniol's Cathedral, the Archbishop of Wales invited Thirtyone:eight to offer its safeguarding expertise in relation to this situation.

In the context of these safeguarding concerns, a decision was made that an independent safeguarding audit should take place. The aim of this audit was to review the safeguarding procedures in the Cathedral. It was decided this would run alongside an Episcopal (i.e. Bishop's) visitation to understand the spiritual culture and life of those connected to the Cathedral.

3. Terms of Reference - Objectives of the Assessment

Key terms of reference were identified and agreed with the Archbishop of Wales in commissioning Thirtyone:eight and they were as follows:

- a) The safeguarding organisational arrangements and how well they are regarded, understood, and embedded into the life of the Cathedral especially in relation to the choir.
- b) The culture, language and behaviours exhibited with a particular focus on the senior leadership team and on the choir.
- c) The integrity of professional and personal boundaries (including an understanding of the code of conduct) with a focus on the choir and on the senior leadership team.
- d) The robustness of supervisory arrangements and the clarity of delegated authority from the Chapter to the senior leadership team (i.e. from a safeguarding point of view, the effectiveness of the governance arrangements within the Cathedral).

4. Methodology

This audit used grounded theory methodology involving data collection and thematic data analysis. The Reviewers undertook a site visit to Saint Deiniol's Cathedral between the 12-14th November 2024 and conducted face to face interviews with eleven people linked to the life of the Cathedral. Since that date, a further 12 virtual interviews have taken place using the MS Teams platform. Several written submissions were also received by the Reviewers and telephone conversations.

A questionnaire was distributed to those associated with the choir and these were completed by nineteen individuals, including choristers (under 18 years), choral scholars, Lay Clerks, and parents. During this Safeguarding audit, the Reviewers had access to safeguarding related documents, primarily via the Church in Wales website as the Cathedral had limited documentation in its own files.

This audit did not include a fact-finding exercise where the strength of evidence was tested in relation to complaints made against specific individuals.

5. Findings:

This is an independent audit, based upon Thirtyone:eight's 10 Safeguarding Standards. These standards provide a comprehensive framework for successfully auditing an organisation and therefore equip that organisation to strengthen their safeguarding best practice/s. This audit specifically focused on the following standards:

Standard 1 - Governance - This standard reviewed the governance of the Cathedral and how trustees and those in senior roles have a critical role to play in setting the values, standards, and behaviours.

Standard 2 - Culture - sets the tone of safeguarding for an organisation. This standard explored the fundamental beliefs, values, and attitudes towards the importance of safeguarding within the Cathedral.

Standard 6 – Working and Communicating Safely (including Pastoral Care) - Communication helps connect people and bring them together. This standard reviewed the practices within the Cathedral to establish if they were working and communicating safely, to ensure all activities were operating in an environment that fosters healthy relationships.

Standard 9 - Responding to concerns (including Supporting Survivors) - This standard, reviews the environment for responding to concerns as this enables the right outcomes and may prevent others from being abused, as well as helping survivors to get the right support. Having clear policy, procedures, practice, and resources for workers will ensure the voices of those who are vulnerable are heard and acted upon.

As the focus was specific to these four areas, the Reviewers did not conduct an extensive analysis on the six other areas of the framework although the Reviewers identified specific issues with regard to Safeguarding Policy, Safer Recruitment, Training and Management of Workers. Therefore, recommendations in the final section were made with the agreement of the Archbishop of Wales in relation to standards outside of (but in some ways connected to) the initial remit.

The findings from these four key areas are explored below with an overview of the full audit summarised under the headings of Strengths, Area of Improvement and Key Messages from Peoples Voice.

5.1. Strengths

Saint Deiniol's Cathedral consists of a community of people working in an environment that involves sacred worship and ceremony. Individuals within it present with their own specific needs and challenges as is the case in all cathedral settings. The Reviewers spoke to people who had travelled significant distances to come and work/serve within the Saint Deiniol's Cathedral and others who had been connected to the Cathedral for many years. The Reviewers were able to observe that for most people, working in the Cathedral was more than simply a job, but a way of life and community and whether paid or unpaid there was a strong desire to serve, but many were working in silos with little evidence of a common focus and shared vision/mission.

It was reported that over the last couple of years there had been significant positive changes within the Cathedral, including embedding the Welsh language into the services and ensuring all documents were published in English and Welsh. The Reviewers were impressed with non-Welsh speakers who are actively learning to speak and sing in Welsh. Many parents spoke of the benefits to their children being involved in the choir and its musicality and bilingualism is recognised across Wales. The Reviewers spoke with those who struggle with mental health issues who found healing through their engagement with the choir, whilst others living with autism found belonging, acceptance, community, and inclusion.

Positive engagement also took place in the community with concerts and festivals taking place in the Cathedral and an increased spiritual development by clear sermon series, lectures, and online theological learning. Camau Bach and the Cathedral foodbank (which is independent and runs from the Diocesan Centre not at the Cathedral itself) are also successful projects aimed at benefiting the community in Bangor.

The Cathedral has been a sanctuary and place of prayer in the centre of Bangor since 525AD, approximately fifteen centuries, therefore it remains an important landmark to all those residing nearby as well as those in its midst.

Key strengths in this audit include:

- Basic awareness of safeguarding & the importance of safeguarding policy and procedures.
- Some basic written safeguarding messaging in the choir handbooks, and congregation leaflets.
- Recognition of the importance of job contracts and job descriptions as integral component of safe recruitment.
- An Operations Manager was appointed in December 2024 to assist the Cathedral in implementing policies, processes, and systems.
- A culture of inclusion in the choir regarding neurodiversity, LGBTQ+, mental health issues.
- Services offered to the local community are attended, including Foodbank (independent and run from the Diocesan Centre) and Camau Bach (parent/toddler group).
- Committed individuals with a desire to see change within the safeguarding culture and practices within the Cathedral.
- The existence of robust policies and procedures within the wider Church in Wales that can be implemented for the local Bangor context.
- The PST appears to be a positive support for the Cathedral according to many contributors.
- Largely positive feedback about the choir from parents and choristers.
- All clergy and a number of lay members have attended safeguarding training.

5.2. Areas of Improvement

The Reviewers have been able to visit the Cathedral and speak to eleven people in person, followed by twelve online interviews and 19 questionnaires, written submissions and phone calls. This in-depth and comprehensive process has enabled a good understanding of the strengths and areas of improvement required to ensure safeguarding is further embedded within the life and activities of the Cathedral. Many of these areas were identified by the people within the Cathedral and with whom the Reviewers interviewed or received feedback. This is encouraging as it signifies a level of ownership and taking responsibility for bringing about change from within the Cathedral.

The key areas of improvement relevant to the terms of reference for this audit can be evidenced and summarised using the outline of the Culture Cube¹, [7 tips for a safer, healthier culture](#). This tool is designed to identify the culture of an organisation and how it can implement and strengthen best practice to promote the core principles of a safer, healthier culture.

5.2.1. Build effective structures – Be alert to the formal and informal structures and accountabilities that exist in your church or organisation – it will make all the difference to the long-term sustainability of your culture-setting efforts.

The Cathedral holds significant historical status to those working within it and in the community. Many of the day-to-day structures are in place relationally which is effective when there is good communication, but breaks down when individuals are working in silos, or to their own agenda. The Cathedral sits under the Church in Wales safeguarding policies and procedures automatically, but these need to be embedded in the culture and life of the Cathedral.

The lack of contracts for paid roles or tenancy agreements and an absence of codes of conduct, have caused a potentially unsafe environment for those not knowing what their employment status is and this in turn may make them vulnerable to coercion and control by those in authority. Staff were not aware of behaviour guidelines, including information sharing protocols and confidentiality statements and this leaves children, vulnerable adults, the Cathedral staff, and the reputation of the Cathedral potentially more vulnerable to allegations and abuse.

The lack of a recognised/promoted formal complaints process has left individuals feeling there is no protection for those raising concerns. In the same way, the lack of awareness that a Whistleblowing policy exists, prevents people accessing this avenue to complain.

There is a need for a better awareness of the formal processes such as risk assessments, locally held access to My Church People and effective communication which is beneficial to guide and protect those operating in the environment. It is important for everyone to come

¹ [7 tips for a safer, healthier culture](#)

together and recognise that without these structures they can be left worrying and feeling unsafe.

The Cathedral is an open environment to members of the public entering during service times but even during times where access is restricted there are so many keyholders that people can walk into children's group without any knowledge that they are there. A full list of keyholders should be obtained with an understanding of when the keys can be used.

5.2.2. Listen well – Pay attention and genuinely listen to what is being said about your church or organisation, both by those inside and those outside. How do people think you have managed challenging issues?

The Provincial Safeguarding Team (PST) became the receiver of safeguarding concerns rather than a local, trusted, designated person within the Cathedral community. The importance of an appropriate designated and local safeguarding lead and deputy is vitally important for receiving information in an open and measured way and in liaising with the PST to agree appropriate action and follow up.

The Reviewers also heard of concerns, affecting those who identified as victims of abuse, that were reported to the PST. The Reviewers heard of feelings of vulnerability but also the largely positive support they had received both from within the Cathedral and externally.

It would be beneficial for training to be given in relation to supporting survivors of abuse and consider how a safe church is promoted internally, on publications and the website.

It is important to promote safeguarding externally on the Cathedral website so visitors will be aware of how to seek assistance or report concerns. We are pleased to see that this recommendation has already been actioned.

5.2.3. Establish good governance – Make sure you are clear about how your church or organisation is governed. Would people know who to speak to and know the difference between organisational governance and spiritual leadership?

The Reviewers were repeatedly informed of a lack of confidence in those with authority (both in the Cathedral and in the wider senior Church in Wales leadership).

The Chapter is the trustee body of the Cathedral, but it was reported that the oversight was at a distance and the meetings infrequent and therefore for some did not provide sufficient oversight, challenge or scrutiny into the finances, staff, or appropriate running of the Cathedral.

Safer Recruitment must be a greater priority in all areas of those working in the Cathedral, whether this be for employed persons or volunteers. This should involve applying through an open process for all roles which involve an interview, contract (if appropriate) job description and relevant checks.

Financial management should be put in place to ensure the fabric of the building, such as the repair of the boiler is prioritised. Currently it was reported that there seems to be no oversight of the cost of basic items such as photocopying, refreshments after the services, and items used for activities/groups.

5.2.4. Communicate well – Make every effort to be clear in your intention to facilitate and foster safer practices. Ensure that people know who your key contacts are and that you welcome comments and concerns being shared appropriately.

The Reviewers were disappointed to note that safeguarding information was not present on the Saint Deiniol's Cathedral website (this has now been corrected) which meant that anyone outside the Cathedral would not be aware of how to raise a concern or feel that they would be listened to. The absence of posters re-enforced this view although it was acknowledged that safeguarding information was available in the Cathedral leaflets available to the public.

The lack of appropriate communication has been a key factor in this audit, and this has been at all levels, both within the Cathedral and in its external governance. An email from the Bishop's office reportedly caused anxiety and fear that the choir was being suspended because some contributors shared that the communication had referred to a 'Serious safeguarding incident'. The Reviewers have examined the communications sent to different parties. All the letters use the wording 'safeguarding issues,' 'serious,' 'urgent'. The phrase 'serious safeguarding incident' was not used, however this was sufficient to raise anxiety amongst people, especially the choir members and parents, despite it being reported that this was not the intention. Cathedral staff and some parents expressed a desire to be

consulted in person and felt it would have been helpful if appropriate information could have been shared, to reduce rumour and misinformation.

Weekly meetings with the Cathedral staff team would help build the understanding of different roles and responsibilities for all involved in the Cathedral and create an awareness of the varying events and activities which use the Cathedral space. Mechanisms of feedback and open discussion needs to be embedded to help create a learning community in which people can share address issues in a healthy, safe environment without fear of repercussion.

The Reviewers did see evidence of Safeguarding being promoted, especially in the Choir Handbooks but this also needs to be highlighted on updated on posters and made an agenda item at meetings.

5.2.5. Model safe behaviours – Encourage and model the day-to-day behaviours and ways of working that you want to see in your church or organisation. Welcome appropriate and respectful challenge to behaviours and attitudes that threaten or conflict with safer, healthier culture.

Although generally people conducted themselves well, the Reviewers were also informed of inappropriate behaviours such as inappropriate language, lack of boundaries around communication (outside of work hours and away from office premises), excessive consumption of alcohol etc. Complaints were also made of others in the Cathedral that were actively involved in inappropriate language being used in front of younger members of the choir and that this was more than 'banter', and at times was reported to cause potentially humiliation to some. Reports were also shared of individuals feeling ignored while other colleagues were favoured. Accounts indicate a culture in which sexual boundaries seemed blurred, and to some in their view promiscuity was acceptable.

It was acknowledged that stress was a significant factor for many individuals in the Cathedral given the unsettled atmosphere, but there didn't to some appear to be any safeguards put in place when some individuals' behaviours reportedly became unacceptable, and this started to affect others. Using theories of social learning (Bandura, 1971), the Reviewers are concerned that if such behaviours were observed by children and adults at risk, it might lead

to subsequent mirroring of these unhealthy behaviours and create an environment in which the feelings of being unsafe extend from within the Cathedral staff, to those it serves. This could have serious consequences to all concerned including the external reputation of the Cathedral.

The Reviewers were made aware of WhatsApp groups which individuals used, to express their thoughts and frustrations. These reported negative comments appear wholly inappropriate and if, this is the case, then guidance should be provided to explore safe and appropriate use of social media.

The Reviewers understand that the consumption of alcohol is a factor within this environment, therefore it's recommended that a clear policy is adopted to ensure that when served after services in the Cathedral, people are aware of the need to limit the access to some individuals and avoid any pressure to conform to drinking unwanted alcohol.

5.2.6. Manage power – Be attentive to how power is used within your church organisation, by who and for what purpose. Is any exercise of power coupled to appropriate accountability? Make every effort to ensure that power is used in a way that empowers others – to be most effective, it should be given away.

It was reported that currently, the word 'safeguarding' appears to be used as a kind of "wielding the power" with people complaining that new decisions are being implemented without proper consultation and with no explanation other than to say it's because of safeguarding. Complaints have also been made to the Reviewers that those that make allegations, hold the power, and this can result in unwanted repercussions to others. The Reviewers are of the view that there should be improvements in the accountability structures, with leaders encouraged to self-reflect on how they are using their power within their roles.

Key areas of improvement in this audit include:

a. Capacity building –

- All representatives of the Cathedral including Chapter members, senior leadership, staff, and volunteers to receive the appropriate safeguarding training dependent on their position, role, and responsibilities.

- To raise awareness on neurodiversity and mental health to all relevant parties in the Cathedral
- To raise awareness of all Church in Wales policies relating to safeguarding
- To raise awareness on spiritual abuse and other forms of abuse/power dynamics/misuse of positions of trust etc.
- **Systems and processes -**
 - Risk assessment, safer recruitment processes, reporting processes and communication systems are weak and need to be strengthened
 - Establish an appraisal system and mandatory one-to-one reflective meetings at all levels including senior leadership teams.
 - Mechanisms of feedback to be established, addressing the fear of consequence and repercussions.
- b. Policy -**
 - The Church in Wales Safeguarding Policy should be embedded and implemented across the Cathedral
 - The safeguarding policy must be available via the Cathedral website directing appropriately to the Church in Wales overarching Safeguarding policy.
- c. Roles and responsibilities -**
 - The need to appoint a Safeguarding Lead and Deputy in the Cathedral.
 - To ensure all representatives understand their own responsibilities regarding safeguarding
 - Strengthen lines of accountability both internally and externally.

5.3. Key Messages from People's Voice

The Reviewers spoke to many people who chose to work in the Cathedral, either paid or voluntarily because they wanted to be there, and be involved in the ministry, whether they were people of faith or not.

The messages heard from a significant number of people linked to the choir was a great appreciation for the positive achievements and feeling of wellbeing linked to the work of the

choir and the feeling of acceptance of the people that they were. Many choir members and parents struggled to understand that there might be any safeguarding concerns, expressing views that the choir was a safe space and had been beneficial to their children and themselves. Others spoke of inappropriate language, rude jokes and innuendoes in the choir that left some feeling unsafe and marginalised. One comment received by the Reviewers said that the Cathedral wouldn't operate without the choir. Whilst there was no doubt that they are a valuable and important area of Cathedral life, the choir is an integral part, but not the only part of Cathedral life.

The Reviewers also heard angry, frustrated voices who felt change wouldn't happen or they didn't feel heard despite speaking out and some felt the environment had caused a significant decline in their mental health including considering leaving or taking time off work, due to feeling the situation couldn't be resolved and the culture couldn't be changed.

The Reviewers also heard accounts of homophobic comments during that time at the Cathedral and in the wider diocese, but these do not appear to have been responded or challenged rigorously enough.

The Reviewers were told of an unhappy working environment. There also appeared to be an individualistic and siloed culture, which at times people stated created a lack of trust. This was evident to the Reviewers through some individuals being concerned only about their own areas of ministry and some potentially operating in a way that indicated there had been an emotional impact from the inappropriate or destructive relationship they described.

Final comment from Reviewers

The Reviewers felt a great compassion for those they spoke with and had empathy with many of the challenges different individuals had faced. The culture within Saint Deiniol's Cathedral was found to be challenging but not broken with many working in the background for the greater good of others.

Communication and clear direction for the future are vitally important and the Reviewers sincerely hope that the recommendations below will assist in bringing that focus and a drawing together of the community of people within the Cathedral.

As the Reviewers wish all those involved in the review well for the future it would seem appropriate to remind us of the Cathedral's foundation prayer.

O Deiniol, our forebear and founder, who raised a great bangor for shelter and sanctuary, and who was raised with your crozier to shepherd Maelgwn's Gwynedd in those ancient days: raise to the heavenly courts the prayers of your successor's household in this sacred place, that our hearts may awaken to faith, hope and love eternally. Amen.

Deiniol, dad a tharddiad, a godaist fangor fawr yn gysgod a noddfa, a'th godwyd a'th fagl i fugeilio Gwynedd Maelgwn gynt; cwyd i'r uchelfannau weddiau aelwyd d'olynydd yn y fangre hon, fel y cyfyd gwawrddydd ffydd, gobaith a chariad yn ein calonnau'n fythol. Amen

6. Recommendations:

Standard 1 – Governance

- Designated Safeguarding Trustee to be appointed at Chapter meeting with responsibility for the oversight of safeguarding at the Cathedral.
- Safeguarding to be an agenda item at all governance meetings
- Annual safeguarding report to be submitted to the Chapter meeting to assess implementation of risk assessments, policies, and numbers of safeguarding reports.
- Appropriate Safeguarding Lead and deputy to be appointed within the Cathedral and appropriate support and resources provided.
- Safeguarding to be clearly identifiable on the Saint Deiniol's Cathedral website and provide links to Provincial Safeguarding Team.

Standard 2 – Culture

- Consultation and discussion to provide update on future direction of the Cathedral and the time scales for the appointment of the Dean/Subdean.
- Clear written messaging across all areas of the Cathedral.
- Regular meetings to be a priority with key Cathedral managers.
- Feedback mechanisms should be developed and implemented to strengthen links with the Chapter to aid channels of communication.

Standard 3 – Safeguarding Policy -

Whilst not assessed within this Audit, the following areas were identified:

- Clearer sign posting and awareness of Church in Wales policies and guidance.

- Safeguarding Lead to oversee the implementation of the policy into the life of the Cathedral.

Standard 4 – Safer Recruitment -

Whilst not assessed within this Audit, the following areas were identified:

- Employment contracts and job descriptions to be initiated for all lay staff receiving payment.
- Code of conduct to be provided for all roles, including choir members (a separate one for children.)
- Tenancy agreements where appropriate.
- Appropriate DBS checks for roles involving Regulated Activity.
- Nominated person to manage My Church People in relation to DBS checks and review dates.
- Information to be made available to publicise which roles require DBS checks.
- All staff to undergo a probation and induction period.

Standard 5 – Training and Awareness -

Whilst not assessed within this Audit, the following areas were identified:

- Bespoke Safeguarding training for all staff and volunteers to be undertaken appropriate to the Cathedral setting.
- A Safeguarding lead and deputy, once appointed to receive ongoing supervision and training appropriate to their roles and responsibilities.
- Training required on mental health awareness and neurodiversity.

Standard 6 – Working and Communicating Safely

- Risk assessments to be completed for key areas of Cathedral life such as: Parents & toddler group, Sunday Children's group, alcohol use and social media usage.

- All risk assessments stored safely as a risk register.
- All those conducting risk assessments to receive appropriate training.
- Clear codes of conduct in place for expected behaviours for those in leadership/management roles/choir members.
- Permanent employment of Operations Manager to implement new policies and procedures.
- Appropriate Alcohol Policy to be implemented as a priority.
- First Aid training & guidelines developed for key Cathedral staff.
- Guidance for safe handling of food to be issued (in relation to Warm Hub activities and hot drinks facilities on site).
- Fire drill to take place.
- All staff to complete awareness training for Complaints, Bullying and Harassment policies & Whistle-blowing policy.
- Obtain full list of current keyholders and provide guidance of use and access to the Cathedral.

Standard 7 – Management of Workers

Whilst not assessed within this Audit, the following areas were identified:

- All staff receive regular 1:1 supervision from their line manager which are documented.
- All staff to receive annual appraisals which are documented.
- 360° Feedback to be introduced into leadership and staff culture.
- Organogram developed for the Cathedral with accountability lines clearly displayed.

Standard 8 – Partnership Working - Not assessed

Standard 9 – Responding to concerns

- Clear information to be available on how to report/raise concerns.
- Information of Support services be available in the Cathedral building and on the Saint Deiniol Cathedral's website.
- Training provided for supporting Survivors.
- Training and development of Safe Spaces for staff, volunteers and those visiting, worshipping at the Cathedral.
- Ensure confidentiality statement and information sharing protocol is accessible and followed.

Standard 10 – Working with those who pose a risk - Not assessed

This report has been prepared by Thirtyone:eight at the request of the Archbishop of Wales (also Bishop of Bangor) for the purpose of providing a high-level overview of findings following a safeguarding audit. It is intended to promote transparency and also support the Cathedral in strengthening its safeguarding policies and practices. The content reflects information available to the Reviewers at the time of assessment and has been prepared in good faith and with reasonable care. The report may include opinions or evaluative judgments based on the evidence considered. All individuals who are subject to material comment or criticism have been given a reasonable opportunity to respond as part of a fair process. However, the report is not intended to make findings of fact in a legal or disciplinary sense and should not be interpreted as doing so. This report is subject to copyright and may not be reproduced, transmitted or otherwise disseminated in any form without the prior written consent of Thirtyone:eight and the Diocese of Bangor.

Appendix I

About Thirtyone:eight

Thirtyone:eight is a Christian charity providing a range of services to support churches and other faith-based organisations to protect vulnerable people. Our vision is “a world where every child and adult can feel, and be, safe”. We aim to do this by equipping, empowering and encouraging organisations to create safer environments, respond to abuse, and raise their standards of safeguarding practice. Our name is taken from Proverbs 31 v 8: “Speak out on behalf of the voiceless, and for the rights of all who are vulnerable” (CEB).

We are a leading safeguarding organisation within the faith sector and offer a range of services to support organisations, including: a DBS checking service, a variety of safeguarding training courses, policy support, consultancy, safeguarding audits, risk assessments, case reviews and international safeguarding advice. We also play a key role in commissioning pioneering research and leading on public policy initiatives and advocacy across the four nations of the UK.

Appendix II

The Reviewers

Dawn Watson – Senior Safeguarding Advisor - Dawn has been a Safeguarding Advisor with Thirtyone:eight since 2015 and regularly undertakes specialist consultancy work including audits and reviews across the faith sector. Dawn also presents a variety of training across our bespoke and specialist courses and works on our Safeguarding Helpline and the out-of-hours service providing expertise and advice on a vast array of safeguarding matters.

Dawn was a police officer for thirty years in the Metropolitan police and during that time worked on the Murder Teams, Domestic Violence Unit and latterly on the Child Abuse Investigation Team where she gained an extensive knowledge of offences and court proceedings both in the criminal and family courts.

Hannah Fairs-Billam (MA, DipSW, BA) is a Safeguarding Associate & Trainer for Thirtyone:eight. She is a qualified social worker with over 20 years of experience in children’s rights, advocacy and protection, both within the UK and Zambia. She has expertise in child safeguarding within the faith sector and strong investigative and report-writing skills. She is currently studying a master's Programme in Safeguarding in an International Context, serves as the Technical Director for Tehila Zambia, and is an Assistant Professor in Social Work at Bradford University.

