One important area of development that affects many of us has been in Public Protection and Kieran McCartan has written an introductory piece on the ESRC Public Protection Project to which NOTA has contributed part funding. This introduction sets the scene for another 4 articles in later issues of NOTA News on the various aspects of the project’s work and findings.

Next is an overview, written by Louiza Jeffcoat, on the origins and important work of the UK Safer Internet Centre to promote internet safety amongst the public, provide a confidential route for reporting criminal content on the internet and a professionals’ online safety helpline. This is then followed by a welcome update from Stephen Harvey, CEO of Circles-UK, on the new EU monies secured in order to extend the Circles model further across Europe, based on a unified and quality assured approach, with built in research and evaluation and dissemination activities. The issue then continues with an evaluative piece by Stephanie Hill on Armidillo-S, a dynamic risk assessment tool for use with intellectually disabled men, a tool which may be unfamiliar and which is freely available online.

One of the most significant sexual offending related events to impact on public awareness in recent times has been the allegations about Jimmy Savile which, it now appears, have implications that go far beyond one man’s behaviour and has led to some 23 separate enquiries. In this edition of NOTA News is a first package of contributions from Marcus Erooga on issues related to the Jimmy Savile allegations, including an overview, timeline and list of reports to come. This is complemented by a review by Hannah Merdian of Marcus’s edited book ‘Safer Organisations’ which was published last year. In subsequent issues of NOTA News Marcus will be providing selective summaries of some of the Savile related reports as they are published, with hyperlinks to all the final published reports and, on the NOTA website, resources will be collected related to the Savile scandal and its aftermath.

Finally, as a contribution towards the constant battle to keep up-to-date with new developments, we have...
We continue to manage in harsh climates, financially and more recently weather-wise, so it is nice to be able to reflect on some good news. NOTA continues to remain a viable and vibrant organisation due to a continued focus on governance at branch and national levels and our membership numbers are particularly strong. That suggests to me that during these difficult times there remains a need for networking with like-minded colleagues and a wish to continue to develop as practitioners through high quality training and practice developments. NOTANEWS and our website contain details of training events on themes including prevention, support and attachment in London, the North-West, South-West and the Midlands Branches and there is active planning in other areas. Details of the NOTA Scotland annual conference on 20/21 May are also available. Over the coming year we are planning to add a new layer of regular national training events hosted by, but in addition to, events planned and delivered by branches. We would love to hear about suggestions for great speakers or topics/issues important to you and will be letting you know how the new proposals will work soon.

Other key areas for the next year are in developing NOTA’s policy and practice agendas. You will have noted a series of NOTA policy position and guidance papers appearing in NOTANEWS for your thoughts and comments and thanks go to Paddy Doyle, his committee team and the authors for the considerable work in bringing these together. The plan is for this to continue and again we would welcome members’ responses. We have all noted the recent media focus on themes which are depressingly familiar such as cultures in which it is extraordinarily difficult for those experiencing sexual abuse to challenge powerful individuals or systems and ways in which silence can be maintained. As an organisation NOTA has a huge contribution to make in helping to explain and address such public concerns. We are actively considering further developments in how NOTA can begin to communicate more effectively and proactively with the public and the media about policy and good practice to address prevention and we continue to support research proposals with such aims.

Gail McGregor
NOTA Chair
The early part of the year has been focused upon the many administrative and legislative requirements of NOTA as a Charity.

We have been continuing to manage the financial functioning to ensure that we achieve the best possible value for members.

The new NOTA membership rates come into effect from April 2013 and are summarised below.

The full range of membership options are published on the NOTA website. Members are reminded that one of the benefits of membership is access to the *Journal of Sexual Aggression*. The JSA subscription on its own is substantially in excess of the cost of NOTA membership.

We have a new arrangement with the publishers of the Journal and will be able to distribute more copies to Team and Group members from the next issue. We also now have secure online access to the Journal archive as a benefit to all members. Should you wish to utilise this valuable research and reference facility please email us notaoffice@nota.co.uk and we can arrange to let you have the necessary passwords.

Arrangements for the Conference in September 2013 are well underway with both keynote and workshop presentations being confirmed.

Full details of all events are available on the website at [www.nota.co.uk](http://www.nota.co.uk).

An early booking discount is available until end of April 2013.

As always, do get in contact with any questions or comments

Malcolm J. Muskett  
General Manager  
generalmanager@nota.co.uk

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### NOTA Subscription Rates April 2013

<table>
<thead>
<tr>
<th>TYPE</th>
<th>NO. OF MEMBERS</th>
<th>SUBSCRIPTION RATES APRIL 2013</th>
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| INDIVIDUAL            | 1              | UK - £65.00  
                        |                | EU - £72.00  
                        |                | Others - £85.00 |
| TEAM MEMBERSHIP       | up to 5        | UK - £260.00  
                        |                | EU - £286.00  
                        |                | Others - £338.00 |
| LARGE GROUP/MEMBERSHIP| up to 12       | UK - £520.00  
                        |                | EU - £572.00  
                        |                | Others - £676.00 |
Introduction to the ‘Sex Offender Public Disclosure’ Knowledge Exchange Project

The punishment, rehabilitation, reintegration and management of sex offenders, particularly sexual abusers against children, in the UK are high profile public protection and risk management issues for the public, practitioners and government. Over the past 10 to 15 years there has been a series of high profile changes in policy and legislation in regard to child sexual abuse, developed in reaction to the politicised nature of crime, justice and sexual offending (i.e., general election debates, political spin and coverage, inclusion on policy agendas); high profile media stories (such as that of Sarah Payne, Holly Wells and Jessica Chapman and Vanessa George); reactionary public attitudes (such as the riots on the Pauls Grove estate and vigilante attacks on (mis)identified child sexual abusers); and evidence based research. These policy developments include, but are not limited to: the Crime and Disorder Act 1998; the Sex Offenders Act 1997; the Criminal Justice and Court Services Act 2000; the establishment of the Child Exploitation and Online Protection Centre (CEOP); as well as the piloting and rollout of the public disclosure of sex offender information scheme.

The public disclosure of sex offender information is a high profile public protection and risk management policy in the UK, with conflicting professional attitudes to it as well as inconsistent conclusions being drawn regarding its effectiveness, legality, levels of public safety and impact. The current public disclosure policy highlights differences in policy, legislation and practice throughout the four ‘countries’ of the UK, with the public disclosure scheme being piloted as well as introduced in England and Scotland; the scheme not being piloted, but introduced in Wales; and no plans to develop and/or roll out a pilot study in Northern Ireland being made public.

The ‘Sex Offender Public Disclosure’ Knowledge Exchange network is a project developed between the ESRC, the University of the West of England, De Montfort University and Cardiff University. The Network was thus established to share good practice, research outputs, and to facilitate discussions relating to the disclosure of sex offender information to the general public by bringing together criminal justice policy makers, managers and practitioners, key charities and NGOs with leading UK and international academics.

The project has had the main aims of:

• Reviewing, comparing and applying the current evidence of best practice and impact from the English and Scottish pilots on sex offender disclosure, as well as implementation in Wales.
• Reviewing issues of access and take-up of the public disclosure scheme.
• Reviewing the impact of the scheme on sex offenders.

These aims took on both a national and international focus, and in doing so involved the examination of the variations, unique and distinctive factors, and the role of localism in shaping the design and delivery of public disclosure.

The Network has had a number of elements including:

1. Online debates - These were online discussions with professionals, practitioners and researchers on contemporary debates in sexual violence, including the reality of public engagement, Black Minority Ethnic (BME) offenders and victims and international approaches to sexual violence.
2. Workshops/seminars - We ran three one day seminars, held across the UK and Ireland with professionals, practitioners and researchers on the realities, issues and practice surrounding the limited disclosure of sex offender information within each area.
3. Podcasts - The podcasts had a public education and engagement focus. They involved professionals and practitioners discussing the reality of working with sexual offenders and dispelling some of the myths surrounding sexual offenders and sexual offending.

All these events were organised, hosted and attended by our partners. A full list of partner organisations can be found on our website, as can resources and outputs generated from all the above. Go to http://www1.uwe.ac.uk/hls/research/sexoffenderpublicdisclosure

The forthcoming four articles in this series will cover various aspects of the network including summaries of the online debates, summaries of the events and discussions on the podcasts. These will be done to simulate interest and we would welcome feedback as to whether additional podcasts could be added to the resource by interested organizations relating to their work with sex offenders, victims and the wider community.

Kieran McCartan (University of West of England), Hazel Kemshall (De Montfort University) and Kirsty Hudson (Cardiff University)
UK Safer Internet Centre

The UK Safer internet Centre (www.saferinternet.org.uk) is a partnership of three organisations with heritage and expertise in making the Internet a safer place to be - the Internet Watch Foundation, Childnet International and South West Grid for Learning.

The centre is co-funded by the European Commission and is part of its Safer Internet Programme. The centre is one of a network of 30 European Awareness centres and focuses its work in three main areas – awareness raising, a helpline and a hotline. The Centre has three main functions:

• An awareness centre – with an objective to educate and raise awareness among the general public about online safety, with a particular focus on raising awareness of children, parents and teachers on how to stay safe online; the awareness work is led by Childnet International and South West Grid for Learning – two UK charities with world-renowned reputation in online safety.

• A hotline, operated by the Internet Watch Foundation for the public to report criminal content on the Internet in a confidential way. After receiving a report, the Internet Watch Foundation work in partnership with the online industry, law enforcement, government, and international partners to take down or minimise the availability of this content, specifically child sexual abuse images hosted anywhere in the world. www.iwf.org.uk/report

• A Professionals Online Safety Helpline, provided by the South West Grid for Learning, helps professionals working with children and young people with any online safety issues they may face themselves or with the children in their care. (http://www.saferinternet.org.uk/helpline)

Through operating the Helpline and based on its international reputation in esafety training and awareness-raising amongst professionals, the South West Grid for Learning plays a wider role as part of the UK Safer Internet Centre around training and provision and development of online safety tools that support organisations and professionals with recognising and managing online safety issues and incidents, including online reputation, sexting and the use of internet technologies in the workplace.

You can find out more on our Advice and Resources page
http://www.saferinternet.org.uk/advice-and-resources
Professionals Online Safety Helpline
http://www.saferinternet.org.uk/about/helpline
South West Grid for Learning http://www.swgfl.org.uk/Staying-Safe
Childnet www.childnet.com
Internet Watch Foundation www.iwf.org.uk

Louiza Jeffcoat
Project Manager
Circles of Support and Accountability (Circles) across Europe.

From 2009 to 2011, as the umbrella organization for Circles Projects in England and Wales, Circles UK found itself helping to spread the word about Circles to other European states.

With funding from the EC’s Daphne III stream, and as a partner with Avans University and probation organisations in the Netherlands and Belgium, we assisted in the development and production of a European Handbook to promote Circles. This community-based service, involving trained and supervised volunteers meeting on a regular basis, in small groups, with someone at medium or high-risk of sexually reoffending in order to help them achieve an offence-free life through practical and social support, has grown exponentially in the UK in recent years. Eleven local or regional Projects now provide over 85 Circles through the time, dedication and skills of some 650 professionally supervised volunteers, working closely with statutory partners. These volunteers provide the pro-social input which is increasingly recognized as a key element in helping such isolated ex-offenders keep to their intentions of not reoffending post custody. Based on an appreciation of the European Handbook on Circles and an evident enthusiasm to see the model even more widely developed by other European states, the EC has approved a fresh application from Avans University, again with Circles UK and others as leading partners, awarding funds for a further 24 month project from early 2013.

Circles4EU, the new project, has three essential purposes and a host of European practitioner and academic partners to drive it along. The purposes comprise: developing a unified Circles approach with shared principles, values, standards and criteria for a new European Circles Network; managing a knowledge exchange to assist three more European states set up Circles i.e. Spain (Catalonia) Latvia and Bulgaria; and researching and evaluating through a shared agenda and database, with full dissemination and promotion of training materials and resources.

The programme is structured around work-streams under the following titles and objectives:

Unifying Circles, where the aim is to develop the European Circles network for the training, guidance and support of new European services, defining and setting the Circles principles, values and processes and helping to strengthen the particular context of other states wanting to set up Circles. Colleagues from France, Estonia, Ireland & N Ireland will be able to ‘look over the shoulder’ of the three new developing states. A first European Circles conference will launch the initiative;

High quality implementation of Circles which has the aim of steering and supporting the establishment of the three new Circles services in Catalonia, Latvia and Bulgaria;

Circles4EU Research which will oversee the objective of supporting and evaluating all work-streams and expanding the knowledge base to ensure maximum effectiveness and impact of Circles across a widely varied set of national and geographical locations. Multiple research sites will be involved, with colleagues from Nottingham University leading for England and Wales. Each partner state will have its own Circles service evaluated, with the intention that the optimum learning can be achieved and a thoroughly rigorous and consistent European model developed for roll-out across other potentially interested states;

Dissemination which has the aim of ensuring lessons and developments are as widely spread and shared as possible. Outputs will include an interactive website, two European conferences, publications, media engagement, and conference presentations wherever possible. In terms of overall provision, Circles in Europe are, of course, still numerically modest. But the undoubted growth of interest from many quarters in a model which offers a community response to those who sexually abuse, so different to that more usually presented in the media, augurs well for Circles4EU.

Stephen Hanvey
CEO, Circles UK

www.circles-uk.org.uk
ARMIDILO-S: An approach to assessing Risk in Intellectually disabled Clients who Evidence Sexually Violent Challenging Behaviour

ARMIDILO-S is a dynamic risk assessment tool for use with intellectually disabled adult men whose behaviour indicates concerns regarding sexual offending, whether formally convicted or not. Its emphasis highlights not only risk, but how this can be managed. It has been designed specifically to fill the need for tools that have been developed for this client group, rather than being adapted from existing tools devised on different populations. It was developed by Douglas Boer and Jim Haaven, both of whom have proven track records in developing assessment tools, and utilises an actuarial measure of your choice, (on this occasion STATIC-99) as a first step, before combining this with a more detailed assessment.

ARMIDILO-S is a set of structured guidelines, combining client and environmental-focused items. Each set is split into stable (usually over the past few years) and acute (within 2 to 3 months) items, totalling 27 in all. ARMIDILO-S is described as a convergent approach, where file data, information from staff and interview with the client are combined to provide a narrative formulation of risk. Although each item is rated 0, 1, or 2 (or no, somewhat, yes) there is no numerical scoring per se and no cut-offs, with a strong emphasis instead on narrative report. This does give the feel of coming full circle i.e. using existing skills, professional training and clinical experience to identify relevant factors and give them an appropriate weighting, both generally (considering offenders more broadly) but also specifically for the individual being assessed. There is also a strong emphasis on the importance of the environment and the tool is most useful within an institutional or residential setting, as much information is obtained from staff or carers and the Manual indicates that this (and file data) are crucial, whereas a client interview is only desirable. Not working within a learning disability field myself, this seems somewhat impersonal or indeed oppressive, as if the individual becomes secondary to the importance of external supervision, monitoring and control. It would be interesting to hear the views of those in the learning disability field on this aspect and how they gather the client’s perspective, especially if the individual’s level of learning difficulty makes traditional interview methods problematic.

Each of the 27 items in the Armidilo-S is assessed along both dimensions of risk and protective factors. This is potentially a benefit of the tool, incorporating important strength-based information to better elucidate dynamic risk. However, at times it also appears overly complex and laborious, a lengthy process, which requires constant attention to ensure information is interpreted correctly and linked with the right item. Nevertheless, the tool also allows for critical items to be identified, which allows individual flexibility to highlight pertinent factors for any one person, reflecting the heterogeneity amongst sexual offenders.

As with all tools seeking to assess and highlight risk, there are a number of potential problems. Apparently there have been at least 15 revisions of the tool in response to feedback. Whilst such responsivity to feedback is positive, it also creates uncertainty in using the tool and perhaps some doubt about whether important factors have changed. The use of narrative and formulation is a strength, guarding against over reliance upon cut-off scores (which are quick and therefore limited) but it is therefore disappointing that the tool also incorporates simplistic rating scales, using low, moderate and high descriptors. These are not defined and leave open a likely tendency by some to focus on these terms, perhaps losing the richer (but less simplistic) data contained within the more detailed narrative account.

On the basis of some training I received on the tool last summer, I would certainly recommend considering the use of ARMADILLO-S but it would be most helpful if those who have experience of using it would contact us at NOTANews to offer some thoughts on its value. A bonus of the tool is that it is freely available to access, download and use.

This link should get you there: www.armidilo.net

Dr Stephanie Hill
Consultant in Forensic & Clinical Psychology
January 2013

According to traditional assessment of intellectual disability i.e. IQ score and social and adaptive functioning.
Savile – a commentary by Marcus Erooga

The revelations about the late Jimmy Savile have become one of the most startling sexual abuse stories of the last decade. At its heart there are a number of challenging issues, some quite paradoxical, that make the whole picture difficult to comprehend.

The first challenge relates to the 24-hour news coverage of the unfolding story and the unprecedented access we have to associated information. As a result it is striking that despite, or possibly because, of the deluge of information, it is extremely difficult for all but the most diligent reader either to understand what has happened or to make any analysis of events. Headlines and selective quotes in the media leave an impression but not necessarily a clear understanding.

So, for example, Savile is now described routinely in media narratives as a ‘predatory, serial sex offender’. The report from which it is taken actually says ‘Accounts from victims have left police and NSPCC staff with the unambiguous view that Savile’s behaviour was that of a predatory sex offender who opportunistically abused people’ (NSPCC, 2013, Para 9.5). What the police describe is 214 crimes being recorded across 28 police force areas, which the press has reported as though they are proven offences. The terminology adopted is that of conviction, whereas in fact these are allegations and the police state that the information (on which they are based) has not been corroborated, as corroboration would be considered disproportionate because criminal proceedings cannot now be brought because Savile is dead.

None of this is to doubt victim reports, or to disagree with the NSPCC and police opinion that Savile was a serious, serial sex offender. Indeed, having read the reports, it is one with which I am inclined to agree. However, it is important to be aware that it is just that, an opinion.

Our unclear perspective is then compounded by the previously widespread and positive perception of Savile now being confounded by these recent revelations. Thus we have a man who was described on his death by Jeremy Hunt, then the minister for culture, media and sport, in glowing terms as someone who would leave ‘a lasting legacy’. In stark contrast to what he meant at the time, the legacy that Hunt has now inherited as Health Secretary is to be responsible for the ongoing inquiries in the NHS outlined below. So, we have a situation where a man whose public standing was such that his funeral attracted thousands of mourners to the streets of Leeds is now believed to be one of the most prolific sex offenders of recent times.

When the detail is considered the picture becomes even more challenging. For example, part of the main NHS inquiry will be into how Savile was appointed to oversee a management review of Broadmoor Hospital, a high security mental health setting where it is now believed he also abused. A key question, regardless of what has now been revealed, must be on what basis was the appointment of a TV presenter and a part-time, unqualified hospital volunteer to such an important professional senior management task made, and in what way was that influenced by the widespread support it attracted at the time? It is not sensible to speculate ahead of a report that will have access to the facts, but some insight into what appears to have been a bizarre process can be found in recent newspaper reports at (http://www.telegraph.co.uk/news/uknews/crime/jimmy-savile/9623089/Jimmy-Savile-Questions-for-Edwina-Currie-and-the-BBC.html).

And finally there is such a wide range of organisations, from the Crown Prosecution Service and the police to children’s homes, hospitals, a hospice and, of course, the BBC that all seem to have failed at some level, it must be concluded that, far from seeing a series of individual failings, there would appear to be systemic problems with the way in which we are organised to protect those who might be vulnerable, which increasingly seems to be any of us, from abuse in organisations.

The picture was further confused for the casual observer by the two crises at the BBC when a Newsnight investigation into allegations about Savile was not broadcast and then shortly afterward allegations about a senior Conservative party politician were broadcast in what quickly transpired to be a case of mistaken identity - and very shoddy journalism. The enquiries into these episodes are amongst those which will be summarised in a future NOTA News.

In the media fuelled furore which has erupted over various aspects of these tragic events what is too easily lost is hard fact on which to base analysis and, ultimately, measured action to prevent future occurrences. This ongoing series of summaries in NOTA News is designed to facilitate that process for NOTA members at least.

What follows therefore is a timeline intended to help understand the sequence of events; a list of the enquiries which have been published to date and those which are known to be due. The next NOTA News will have summaries of the key findings of the reports published to date. A link to a fuller version of the timeline can be found in the online version of NOTA News and can be accessed via the NOTA News webpage on the NOTA website.

Marcus Erooga
January 2013

Marcus Erooga is an independent consultant & trainer. Amongst his publications is research about abuse in organisational settings and participant research with organisational offenders, links to both of which are in the online version of NOTA News.

In 2012 he edited and contributed to Creating Safer Organisations: Practical steps to prevent the abuse of children by those working with them, which is reviewed elsewhere in this edition of NOTA News.
Savile Tim eline to January 11th 2013

1955
The earliest incident of abuse recorded by the police, which took place in Manchester where, at the time, Savile managed a dance hall.

1960
In one of the handful of example cases given by police, a 10-year-old boy asked Savile for his autograph outside a hotel. Savile took the boy inside and seriously sexually assaulted him.

1970
The first recorded abuse at Duncroft girls' school near Staines, Surrey, where Savile was a regular visitor.

1966
The start of what police have identified as Savile's peak period for abuse, which lasted for a decade.

1972
In another example offence listed by police, Savile indecently assaulted a 12-year-old boy and his two female friends who were attending a recording of Top of the Pops.

March, 2008
Savile began legal proceedings against a newspaper that linked him to abuse at the Jersey children's home Haut de la Garenne.

October 29, 2011
Savile is found dead in his home in Roundhay, Leeds, aged 84.

October 3, 2012
Sussex Police confirms that in 2008 a woman reported she had been indecently assaulted by Savile in Worthing, West Sussex, in 1970, but did not want to co-operate with any inquiry or prosecution.

October 2, 2012
An historic rape allegation made against Savile is referred to Scotland Yard. It is also revealed that Jersey and Surrey police both investigated accusations about alleged abuse in two children's homes, but decided there was not enough evidence to proceed.

October 4, 2012
Operation Yewtree, the police investigation into offences by Savile and others launched. Police initially based their investigations on the assumption he abused up to 25 victims. By January 2013 around 450 have come forward.

October 13, 2012
The Department of Health announces it will carry out an investigation into how Savile was appointed to lead a ‘taskforce’ at Broadmoor in 1988.

October 25, 2012
Scotland Yard announces it is investigating in excess of 400 lines of inquiry involving 300 victims, of whom all except two are women. Commander Peter Spinder says Savile is one of the most prolific sex offenders in recent history and the inquiry into his abuse will be a ‘watershed’ investigation into sex crime.

December 12, 2012
Scotland Yard reports that 31 rape allegations have been made against Savile - out of a total of 450 complaints – and that, in total, 589 people have come forward with information relating to the investigation.

March 12, 2013
Publication of Her Majesty’s Inspectorate of Police (HMIC) review into allegations and intelligence material concerning Jimmy Savile between 1964 and 2012, forthrightly titled Mistakes Were Made.

2009
Savile was interviewed under caution by Surrey police investigating an alleged indecent assault at Duncroft school. The CPS advised there was insufficient evidence to take any further action. This was the year of the last offence recorded by the current investigation.

October 22, 2012
The Crown Prosecution Service (CPS) says Surrey police passed a file to them in 2009 based on a complaint made by ‘a woman who said she had witnessed an indecent assault by Jimmy Savile in the 1970s’. The force found evidence of ‘three further potential offences’ by Savile but evidence showed that none of the alleged victims would support a prosecution.

October 26, 2012
It emerges that seven alleged victims of Savile made complaints to four separate police forces - Surrey, London, Sussex and Jersey – whilst he was alive, but it was decided no further action should be taken.

January 11, 2013
Publication of three reports: Giving Victims a Voice, the Metropolitan Police and NSPCC joint report into sexual allegations made against Jimmy Savile;

The Levitt Report, commissioned by the Director of Public Prosecutions from DPP Principal Legal Advisor, Alison Levitt QC, to examine the decisions taken by the CPS in relation to the four allegations made in 2007 and 2008 accompanied by a statement from Keir Starmer, Director of Public Prosecutions;

Surrey police report into Operation Ornament, reviewing their own actions following allegations in 2007.
Savile related Reports

A small number of Savile related reports have already been published and later in 2013 and in 2014 a number of further reports are expected to be completed. Those already published and forthcoming are listed below. It is possible that events may lead to further enquiries being established. Including the BBC reports, the current total of reports published or in process is an unprecedented 24.

Relating to the BBC

MacQuarrie Report regarding the 2nd November 2012 edition of the BBC Newsnight programme that broadcast inaccurate allegations that a leading Conservative politician from the Thatcher era had been among abusers at children's homes in Wales in the 1970's and 80's. Summary of findings published November 12 2012. Full report withheld pending disciplinary proceedings and published as an appendix to the BBC Trust Editorial Standards Committee investigation report.

Pollard report - an independent review into the management by the BBC of a Newsnight investigation relating to allegations of sexual abuse of children by Savile. Published December 18, 2012

BBC Trust Editorial Standards Committee investigation report regarding the 2nd November edition of the BBC Newsnight programme. Published 19 December, 2012.

Still to come: Former Court of Appeal Judge Dame Janet Smith to lead an inquiry into BBC culture and practices during the 41-year period in which Savile is alleged to have abused at the Corporation. By 11 January 2013, the review's team had been contacted by "more than 355 people" including many former or current BBC employees.

Relating to the Criminal Justice System


Levitt Report ‘IN THE MATTER OF THE LATE JIMMY SAVILE’ Report to the Director of Public Prosecutions into Crown Prosecution Service (CPS) decision making in relation to allegations arising out of Operation Ornament, Published January 11, 2013

Joint Metropolitan Police Service and NSPCC report 'Giving Victims a Voice' into allegations of sexual abuse made against Savile under Operation Yewtree, established following the broadcast of an ITV programme on October 4th 2012 alleging abuse by Savile. Published January 11, 2013

Still to come: On 6 November 2012 the Home Secretary, Theresa May, announced that Her Majesty's Inspectorate of Constabulary would carry out an assessment of all the investigations relating to Savile undertaken by police forces across the country, examine whether allegations were properly investigated, and identify any related issues.

Relating to the Department of Health

The Department of Health (DoH) has asked all 14 health institutions, 13 hospitals and a hospice, named as scenes of Savile's abuse, (see below with numbers of alleged offences) to conduct their own internal inquiries.

The DoH has also opened an investigation into its own conduct in view of Savile having been appointed to chair a task force overseeing Broadmoor's management in 1988, when the secure hospital was directly run by the department. Kate Lamgard QC is leading that investigation, as well as overseeing the inquiries into Savile's conduct at Stoke Mandeville, Leeds General Infirmary and Broadmoor. Ministers have asked all 14 health institutions to feed in to the investigation by Lampard, who will also complete a report of lessons to be learned. Time scales are not clear, but the Stoke Mandeville Trust have indicated that they expect their report, the Speaking Out Investigation, to be completed by the end of 2013. It might therefore be expected that the Lampard report will not be available until 2014.

The 14 health institutions are:

NHS (with number of alleged offences)

- Leeds General Infirmary - 16 offences 1965-96
- Stoke Mandeville Hospital - 22 offences 1965-88
- Broadmoor Hospital - 1 offence 1991
- St James Teaching Hospital, Leeds (same trust as Leeds General Infirmary) - 1 offence 1962
- High Royds Psychiatric Hospital (closed 2003 services into Leeds community services) – 1 offence 1989
- Dewsbury Hospital (now part of Mid Yorkshire NHS Trust) – 1 offence 1969
- Wycombe General Hospital (now part of Buckinghamshire Healthcare NHS Trust) – 1 offence
- Great Ormond Street Hospital NHS Foundation Trust – 1 offence 1971
- Ashworth Hospital NHS High Secure Unit – 1 offence 1971
- Exeter Hospital (part of Royal Devon & Exeter Hospital NHS Foundation Trust) – 1 offence 1970
- Portsmouth Royal Hospital (now closed and facilities part of Portsmouth Hospitals NHS Trust) - 1 offence 1968
- St Catherine’s Hospital, Birkenhead, part of Wirral Community NHS Trust - 1 offence 1964
- Saxondale Mental Health Hospital, Notts (closed 1988) - 1 offence 1971

Non-NHS institutions

- Wheatfield Hospice, Leeds (part of Sue Ryder) - 1 offence 1977
Book Review


The publication of this book could not be timelier, given that child abuse within organisations has become a media-heavy topic recently. The nearly daily revelations of new abuse cases within the Catholic Church internationally, individual cases of professional abuse in the UK, such as that involving Vanessa George in Little Ted’s nursery and, most recently, the high-profile case of Jimmy Savile with all its fallouts for the BBC, Broadmoor and other hospitals, have dominated the media.

What transpires in the media discourse, is the notion that ‘they’ - the abusers - are perceived as different from ‘us’. In the first chapter of Creating Safer Organisations, Erooga pointedly states: “[Laws] are needed to keep children safe from ‘paedophiles’ but these [are] ‘other’, not people like us and (...) any suggestion that ‘we’, the public, should be checked or vetted was offensive.” (p. 2). However, Erooga’s own research sends a different message, summarised in the book’s review of the current knowledge base (Chapter 1 and 2) and in Erooga, Allinck, and Telford’s empirical work with offenders who have abused within professional settings (Chapter 4): there appears to be no reliable offender profile that distinguishes the abuser from the ‘good employer’ and there is no ‘abuser trait’ that could ever be picked up with a screening tool. Instead, the research points to the need of a value-based, vigilant organisational culture, aimed at minimising the risk of any staff to abuse. Creating safer work environments is thus presented as a continuous responsibility for organisations which extends beyond the initial criminal records check.

This concept is further supported by Cleary’s and Erooga’s conclusion in Chapter 3: while existing laws and policies define the necessary basis of any organisational culture, legal structures cannot be seen as inclusive and responsive to all the potential risks likely to be encountered by children living in or attending working environments. The book further communicates a need to broaden the focus from organisations that traditionally work with children as their main clientele towards any organisation involving children, such as nature clubs or tourist attractions, which may not fall under the same child protection-focused legal umbrella.

Creating Safer Organisations examines various perspectives on organisational child abuse, such as the legal background (Chapter 3), offender characteristics (Chapter 1 and 4), and characteristics of organisations (Chapter 2 and 4). Different aspects of organisational abuse are explored in more detail, including the manipulation and grooming styles of professionals (Sullivan & Quayle, Chapter 5) and professional abuse involving new technologies (Quayle, Chapter 6).

An especially valuable part of the book is contained in its last three chapters, providing practical and directly applicable information for organisations towards creating a safer environment for children and employers. Describing interventions based at the recruitment level, Cleary in Chapter 7 introduces PICK, a model of safer recruitment from the Planning stage, to the Identification and Checking of new employees, while Keeping a focus on a safeguarding culture within the organisation. Cleary further describes and exemplifies the advantages of value-based interviewing within traditional recruitment processes, and provides a practical checklist for safer recruitment that can be employed by any organisation.

The importance of abuse prevention at an organisational level is outlined by K. Kaufman, Tews, Schuett, and Kaufman (Chapter 8) who introduce a working model of Situational Prevention, a systematic approach to restructuring working environments towards a strong safeguarding focus. Situational Prevention is aimed at minimising opportunities to abuse and involves all levels of staff in the information process. The strength of this chapter lies in its clarity and applicability, including visual models, example questionnaires, and worksheets that can be directly used by organisations.

The book concludes with a guide on how to avoid and manage allegations against staff (Green, Chapter 9), based on clear and comprehensive case studies. Overall, this chapter is a well-considered conclusion to the aim of this book which is not only to highlight the issue of organisational abuse but also to provide practical steps in safeguarding children within organisations.

Creating Safer Organisations is a wonderfully hands-on, functional guide that not only raises awareness of the issue of organisational abuse but provides an empirical framework to the media-focused discourse on this topic. Nevertheless, the main strength of this publication is the systematic support it provides for employers wishing to create a child safeguarding working environment. Erooga has edited a comprehensive and resourceful publication that makes a significant contribution to this very under-researched area.

Hannah Merdian
Lecturer in Forensic Psychology, University of Lincoln
Aside from the Savile scandal which has already resulted in a number of reports, with many more to follow during 2013 and 2014, there have been other newsworthy developments and the publication of reports of potential interest to NOTA members. This section of NOTA News, which we hope will become a regular feature of the newsletter, identifies items which have caught our eye in the last couple of months. We welcome information from NOTA members about developments we have missed and about future items for inclusion in the next newsletter. Please contact us at notanews@nota.co.uk

**Tougher checks for registered sex offenders**

New measures that tighten areas of the current law that could be open to exploitation by offenders who seek to cause harm came into force on 13 August 2012. It will be mandatory for sex offenders to notify the police: of all foreign travel, including travel outside the UK for one day; notify weekly where they can be found when they have no fixed abode; where they reside or stay for at least 12 hours with a child under the age of 18; of certain information in relation to their passports or other identity documents, bank accounts and credit and debit cards. For further details go to: www.homeoffice.gov.uk/media-centre/news/tougher-checks-for-sex-offenders

**International Child Protection Certificate**

A new weapon to combat the threat of UK sex offenders travelling to other countries and gaining access to children through teaching, charity or volunteering roles has been launched.

Analysis by the Child Exploitation and Online Protection (CEOP) Centre of offender management cases undertaken in 2011 found that one in five were associated with roles that involved access to children. Teaching and schools-related positions were the most represented occupations or voluntary roles associated with cases of offending overseas. Since 2006, CEOP has undertaken over 1200 investigations into travelling UK sex offenders. Many international schools, charities and other agencies overseas do not currently have access to the same level of police checks available to organisations in the UK and this has sometimes enabled sex offenders to gain positions of trust with children abroad.
CEOP has worked with the ACPO Criminal Records Office (ACRO) to launch the International Child Protection Certificate (ICPC), which CEOP believes is a vital new tool for schools and other overseas organisations in the prevention of harm to children under their care. Applications can be made at www.acro.police.uk/icpc

Similar to the UK’s CRB system, the ICPC is a police check for UK nationals who are travelling and working overseas. It will help identify and screen out those who have previous convictions that make them unsuitable to be working with children.

The ICPC will allow international schools and other organisations who work directly with children abroad to be able to access the criminal conviction history of UK citizens and those who have resided in the UK for any period of time. This will enable overseas schools and other organisations to assess an applicant’s suitability to be working with children. The ICPC can also be requested for those UK nationals already in paid or voluntary employment in other countries, including the estimated 74,000+ UK teachers who currently work in international schools around the world.

The certificate, which takes approximately 10 days to process, can be applied for from anywhere in the world and will help to ensure that working abroad is not seen as an ‘easy option’ for those who are not suitable to work with children in the UK but who may otherwise seek to travel overseas to abuse children.

**Home Office Disclosure and Barring Service**

On 1 December 2012 the Criminal Records Bureau (CRB) and the Independent Safeguarding Authority (ISA) merged to create the Disclosure and Barring Service (DBS).

This new organisation will provide a joined up, seamless service combining the criminal records checking and barring functions. Further legislative changes will come into force during 2013 and 2014. These details will be published at www.homeoffice.gov.uk/agencies-public-bodies/dbs/

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**Young people are warned they may lose control over their images and videos once they are uploaded online**

This follows a study by the Internet Watch Foundation (IWF). It shows 88% of the self-generated, sexually explicit online images and videos of young people IWF analysts encountered had been taken from their original location and uploaded onto other websites. The findings from this study will inform the work of the UK Safer Internet Centre – a partnership between the IWF, Childnet and the South West Grid for Learning (SWGfL) aiming to empower and support children and young people to use the Internet safely. For more information on the UK Safer Internet Centre see the article by Louiza Jeffcoat in this issue of the newsletter.

The study, which was carried out using data collected throughout September 2012 by IWF Internet Content Analysts, aimed to establish a snapshot of how many self-generated, sexually explicit images and videos of young people there are online. It also sought to discover how much of this content was copied from its original source and put on other websites. In less than 48 working hours, IWF analysts encountered more than 12,000 such images and videos spread over 68 websites.

Most of the images and videos (88%) appeared on ‘parasite websites’, meaning they were taken from the original area, such as legitimate social networking sites or webcam sites, where they were uploaded and made public on other websites. These parasite websites had often been created for the sole purpose of offering sexually explicit images and videos of young people and therefore contained large amounts of sexually explicit content.

The IWF was established in 1996 by the internet industry to provide the UK internet Hotline to report content within its remit: child sexual abuse content hosted anywhere in the world;

- criminally obscene adult content hosted in the UK;
- non-photographic child sexual abuse images hosted in the UK.

For more information visit www.iwf.org.uk.

**Caught in a Trap, ChildLine, 2012**

In 2011/12 413 children and young people contacted Childline about situations that they described as grooming or had features of grooming and sexual exploitation as defined by the Department of Education. This report is based on information gathered from the subsequent counselling sessions by ChildLine. To access the report go to: http://www.nspcc.org.uk/news-and-views/our-news/nspcc-news/12-11-12-grooming-report/caught-in-a-trap-pdf_wd_f92793.pdf

**I thought I was the only one. The only one in the world**

A nationwide Inquiry by the Office of the Children’s Commissioner for England has found that 2,409 children and young people were confirmed victims of child sexual exploitation in gangs or groups in the 14 month period from August 2010 to October 2011. The inquiry also identified that between April 2010 and March 2011 there were 16,500 children in England who were at high risk of child sexual exploitation. This is the equivalent of twenty medium-sized secondary schools.

“I thought I was the only one. The only one in the world”, the report of the first year’s findings of a two year Inquiry into child sexual exploitation in gangs and groups, publishes the most comprehensive investigation to date of the scale, scope and prevalence of child sexual exploitation in these contexts in England. The conclusions are drawn from extensive evidence submitted by the Government, police, local authorities, health services, voluntary sector agencies and children and young people themselves. Young people quoted in the report describe experiences of rape and violence of a relentless nature, often lasting years. They live in well-founded fear of those who violate and control them. Many suffer long-term physical, psychological and emotional harm as a result of their experiences.

For further information about the 2 year inquiry go to [www.childrenscommissioner.gov.uk/info/csegg1](http://www.childrenscommissioner.gov.uk/info/csegg1) and for a copy of the interim report go to [www.childrenscommissioner.gov.uk/content/publications/content_636](http://www.childrenscommissioner.gov.uk/content/publications/content_636)
Call for applications Appointment of Editor - the Journal of Sexual Aggression
(from 1st April 2014 with transition period beginning 1st September 2013)

Dr Sarah Brown, the current Editor of the Journal of Sexual Aggression, will reach the end of her six-year term at the end of March 2014. The National Organisation for the Treatment of Abusers (NOTA) and the Editorial Board are seeking to appoint a successor to Dr Brown. The position of Editor will be for an initial three-year term starting in April 2014 with the possibility of renewal for a further three-year term. To ensure a smooth hand over of responsibilities, a transition period will begin in September 2013.

The successful applicant would be building upon the achievements of Dr Brown’s editorship. The key objectives will be to increase subscribers and readers, both the number and range of submissions, and the international profile of the Journal of Sexual Aggression. In conjunction with NOTA, the Editorial Board and International Advisory Boards, and Taylor and Francis, the responsibilities of the Editor include:

- Overseeing and ensuring the timely delivery of the journal in three issues per year, with support from a journal administrator and Taylor and Francis;
- Leading the development of the Journal;
- Commissioning Special Issues, appointing and supporting Guest Special Issue Editors;
- Commissioning invited papers and leading calls for papers in line with the Editorial Board objectives for the Journal;
- Leading the Editorial Board and Chairing the twice yearly Editorial Board meetings;
- Liaising with Associate Editors, members of the Boards, authors, reviewers, with regard to the peer review of manuscripts as required and making decisions on manuscripts;
- Liaising with the Journal book reviews editors;
- Liaising with NOTA and publishers Taylor & Francis;
- Attendance at NOTA National Executive Committee Meetings (4 per year), NOTA’s annual conference, and NOTA’s annual general meeting (held at conference);
- Membership of NOTA’s conference committee and attendance at relevant meetings.

Editorial expenses are met and expenses for administrative support for the Journal are also available. The successful candidate will automatically become a co-opted member of the National Executive Committee of NOTA and member of the Conference committee. In addition, as per the reciprocal arrangement with the Association for the Treatment of Sexual Abusers, the Editor will become an Editorial Board member of Sexual Abuse: A Journal of Research and Treatment.

Selection will take into account the extent to which candidates are able to demonstrate:

- Significant professional expertise in the theory, policy, and practice regarding sexual aggression in all its forms and either an international, or strong national reputation in the field, including publication in peer-reviewed journals;
- A commitment to extend and develop the Journal and the work of NOTA;
- Creativity and vision in generating and securing new ideas and developments for the journal;
- A good understanding of the key issues currently influencing peer-review publication and issues that will be of importance in future;
- Experience in leading successful teams;
- An eye for detail and some experience of editing or involvement in peer reviewing journal papers;
- Excellent written communication, time management, organisational skills and appropriate IT skills.

The formal appointment will be made by NOTA who will interview all candidates recommended for short-list by the Editorial Board in liaison with Taylor and Francis. Interviews will be held in Birmingham on Monday 24th June 2013 and the successful candidate will be expected to attend the Editorial Board meeting on 18th September 2013 at Coventry University and to work closely with Dr Brown in the transition period prior to taking over the role as Editor on 1st April 2014.

Applicants should send a letter of application, which should contain information about his/her vision for the Journal and outlining how he/she has the relevant skills, experience and expertise required for the position, together with full curriculum vitae. These documents should be submitted by email attachment to the journal administrator, Mrs Linda Evans at adminjsa.hls@coventry.ac.uk.

The closing date for applications is 30 April 2013.

Further information about the Journal can be found at: www.tandfonline.com/tjsa. This advert can be found in the online journal at www.tandfonline.com/doi/full/10.1080/13552600.2013.773749

Information about NOTA can be found at: www.nota.co.uk

For further information, please contact Dr Sarah Brown at Sarah.Brown@coventry.ac.uk Please forward this email to your interested colleagues as appropriate.
# NOTA Scotland Annual Conference

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South East Branch Report

on its Annual Conference held in November 2012

The South East Branch’s Annual Conference in November 2012 concluded a productive year of stimulating and thought-provoking training events for local NOTA members. From ‘Multi-Systemic Therapy for Problem Sexual Behaviour’ by Charles Wells, Clinical Manager at the Brandon Centre, to ‘Working with Sex Offenders with Mental Health Problems in the Forensic Service’ by Sara Cassado, Clinical Psychologist, NHS Partnership, excellent speakers gave their time, often free of charge, to talk with us about their areas of expertise.

Our Annual Conference ‘Effective Community Reintegration of Sex Offenders’ was held in the beautiful surroundings of Barnsgate Manor Vineyard (somewhat of a relief after a minor venue disaster earlier in the year!) and provided a warm welcome to attendees from CRI, an organisation working with various user groups, Probation, the Prison Service, Police, and Social Care. Tracy Austin, Independent Expert, opened the Conference in memory of Cliff Vass, an extraordinary practitioner whose commitment and contributions to NOTA and the sex offender field were extensive and are clearly missed. Tracey gave a moving speech about Cliff; talking not only of his professional achievements and skill, but also how she, and others, will remember him as a loyal, supportive, calming and humorous friend and colleague.

For the first part of the day we were lucky enough to have input from Ian Mill, Dom Williams and Vicky Gosling from Circles UK. Based on the recent publication of a 10 year evaluation report on the charity’s work (Circles South East: Ten Years One Hundred Circles, April 2002 – March 2012), they delivered a lively and informative workshop about the evaluation findings and the work they do. Dom, Senior Co-ordinator, and Ian, Kent Co-ordinator and retired police officer with 31 years’ experience in serious crime, spoke passionately about their belief in Circles as a highly effective support system for helping offenders to integrate safely and healthily within their communities, and for reducing rates of reconviction. They highlighted the essential role played by volunteers, like Vicky, whose reliability, dependability and commitment were described as the “life blood” of the organisation. As well as sharing the positive findings from the evaluation report, Dom, Ian and Vicky facilitated group discussions and two powerful group exercises (including a role-play enacted by brave audience members!) to demonstrate how they prepare volunteers for the rewarding yet challenging process of being a Circle member. Dom, Ian and Vicky’s presentation left the audience feeling enlivened and hopeful about the future work of this important organisation.

Following a remarkably tasty lunch, the afternoon was spent with Dr Kieran McCartan, Senior Lecturer in criminology at the University of the West of England. Kieran delivered a riveting presentation, “Sarah’s Law – Limited disclosure, the story so far”, which not only vanquished any potential post-lunch slump, but also challenged the audience to think about the moral and practical implications, limitations and finer details of the scheme. Kieran highlighted the differences between Megan’s Law in the US, and the limited disclosure scheme in England, Scotland and Wales; key when considering research into their impact on sex offender registration rates – estimated at between 40 - 70% in the US compared to 97% in this country.

Interestingly, having had more public and political debate than any other sex offender management scheme, Kieran informed us that the public’s take up of the limited disclosure scheme has, in fact, been remarkably low. While some of the reasons for this were touched upon during the afternoon, Kieran also introduced us to the ‘Public Disclosure of Sex Offender Information Knowledge Exchange Network’, an international partnership designed to engage practitioners, academics and policy makers on issues of sex offender risk management and public protection. Online debates, publications, presentations, events listings, resources and podcasts are accessible at www1.uwe.ac.uk/hs/research/sexoffenderpublicdisclosure.aspx and the project as a whole is the subject of an article by Kieran in this issue of NOTA News.

In addition to the challenging presentations, the day, in true NOTA style, provided an opportunity to reconnect with old colleagues and meet new ones. A big thank you to Ian, Dom, Vicky and Kieran for providing such an interesting and challenging day. As put in the words of one attendee; “The training was excellent: well run and informative…Thank you for a very enjoyable day”.

Anna Glinski,
NOTA sub-editor, South East Branch
Following recent nominations, the Midlands Branch are pleased to announce the appointment of Clark Baim, Change Point Learning and Development Limited, as Branch Chair. The executive committee would also like to thank Fiona Richards, former Branch Chair and NEC Representative, for her commitment and hard work to NOTA and the Midlands Branch over the last seven years.

The Midlands Branch held a successful half-day event on 13 December 2012, which was attended by nearly 50 delegates. Following his well-received presentation at the Midlands Conference in June of last year, Clark Baim offered further insight into attachment theory and its relationship to sexually abusive behaviour. Using clear and interesting examples, he considered how early attachment experiences can influence emotional regulation style and behaviour during adulthood. For example, a child who consistently experiences a lack of attuned care may learn to distance themselves from their own negative emotions, as well as any real emotional closeness to others. Whilst adaptive during childhood, in adulthood, these self-protective strategies may well lead to personal difficulties and potentially give rise to offending behaviour. In terms of practice, Clark’s presentation gave real food for thought regarding individual case formulations, as well as therapeutic styles that might be both helpful and unhelpful in sexual offender treatment. The second half of the session focused on the important issue of working with families where credible allegations of sexual abuse have been made. Peter Holden from The Lucy Faithfull Foundation began by addressing the concept of risk and the potential complexities associated with this issue when no convictions exist. He went on to describe the Faithfull Classification System (FACS-3), which was developed by David Thornton as an alternative assessment tool to the Risk Matrix 2000, for use in such circumstances. In Peter’s opinion, the FACS-3, alongside clinical experience, can provide important information with regards to child protection and potential risk. Whilst practice-based, Peter’s presentation also had a strong theoretical approach, which was very interesting.

The Midlands Branch have several further exciting events planned for 2013, including a half-day event in Birmingham on 21 March (1.30-5.00pm), with Dr Vince Egan and David Glasgow confirmed as Key Speakers. Dr Egan’s presentation, entitled ‘Obsessionality and Sexual Offending’, will explore the underlying role of negative affect and compulsivity in problematic sexual behaviours, as well as how these issues might be addressed during treatment. Also of undoubtedly great value to practitioners, David Glasgow will be discussing ‘The History and Future of Sexual Deviance in Sex Offender Risk Assessment and Intervention’. His presentation will explore sexual interest as a psychological factor in offending, including recent developments in this area.

The Midlands Branch are also in the process of organising a full day conference, to be held at Fircroft College, Birmingham, on 20 June 2013, which will be focused on the subject of Child Protection and Organisational Safety. Donald Findlater, Marcus Erooga and Joe Sullivan have been confirmed as Keynote Speakers. Their presentations will be followed by various workshops aiming to further explore issues relating to sexual abuse committed by professionals / figures of authority, as well as organisational awareness and how such allegations are managed (further details to follow).

The Midlands Branch will also offer two further events before the end of the year, on 17 October (half-day) and 12 December 2013 (full day). Again, details will be sent to all members, as well as being posted on the NOTA website. Other exciting developments include plans to publish a book, including all presented material from local events. It is anticipated that this will be available in 2014.

The executive committee would like to invite members to be actively involved in the continued development of the Midlands Branch, including suggestions for future events and/or speakers. Please do not hesitate to contact us - all contributions are welcome.

Rosie Gray and Stephen Hall
NOTA News Branch Representatives
rgray@wpalimited.co.uk
shall@nspcc.org.uk

Supporting Professionals to Prevent Sexual Abuse
Cardiff City Hall
Wednesday 25 - Friday 27
September 2013

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Cardiff City Hall
Wednesday 25 - Friday 27 September 2013

CONFIRMED KEYNOTE SPEAKERS

Klaus Beier
Mark Farrall
Elizabeth Letourneau
Fergus McNeil
Tamara Turner-Moore
Mitch Waterman

To book your place please go to the NOTA website www.nota.co.uk and follow the links or contact the NOTA Conference Office
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