

Family Safety Circles

A tool to help parents identify people for their children's safety network



by Sonja Parker

Identifying people for the safety network

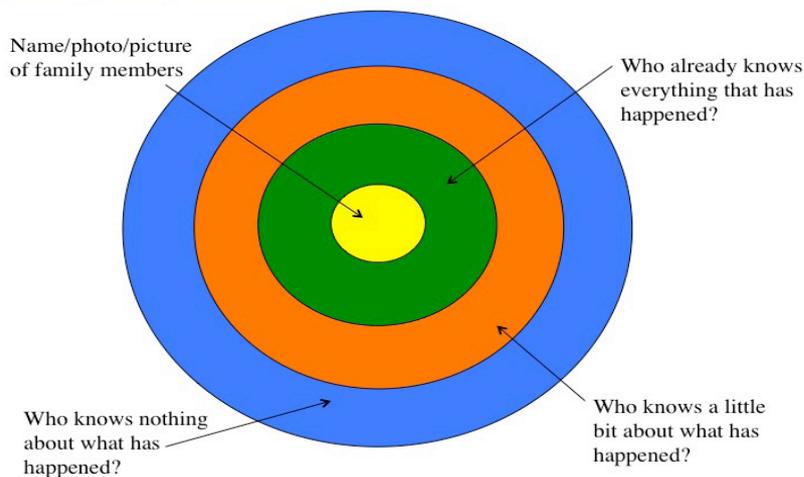
The 'Family Safety Circles' tool is a safety planning tool that can be used with families to help identify people for the child's safety network. The Family Safety Circles tool can also help professionals have conversations with family members about why a safety network is necessary, about the role of the safety network and the process of assessing who would be appropriate people for the safety network. The Family Safety Circles tool was developed early in 2010 as part of my safety planning work with families in Western Australia and is based on ideas drawn from the Resolutions Approach for working with 'denied' child abuse (Turnell and Essex, 2006) and the relationship circles concept from the Protective Behaviours program. This booklet contains an overview of the Family Safety Circles tool, a detailed case example, and a suggested process for using this tool with families.

I usually use the family safety circles tool on the very first visit with a family, when I am talking about the need for us to work together to build a safety plan to address the concerns and the importance of having a safety network, of family and friends and involved professionals, who will work with us to develop the safety plan to ensure that the children will always be safe in the family's care in the future. At this point, parents/caregivers very frequently say that they do not have people in their lives who can be part of a safety network, either because they have ended their friendships with their old drug-using buddies or they have moved to a new area to get away from their old drug friends, or because their family relationships have broken down over the years and they no longer have contact with any of their extended family. This is the point that I introduce the Family Safety Circles tool.

Structure of the tool

The Family Safety Circles tool is a very simple tool, consisting of three concentric circles drawn around the family. The family members (children and parents/ caregivers) are represented in the middle of the tool (in the yellow circle) by a quick drawing of the family, by writing the family member's names or by a photo of the family or children.

Family Safety Circles Tool



The innermost circle (green) is where we write the names of all the people in the children's and the family's life who already know about what happened that led to the children being taken into care, or that led to child protection services being involved with the family.

The middle circle (orange) is where we write the names of those people in the family's life who know some of what has happened but don't know all the details. Perhaps they know that the children are not in the care of the family and that something happened that led to that, but they do not know the details of what happened.

The outermost circle (blue) is where we write the names of those people who don't know anything about what has happened and don't know that child protection services are involved with the family.

Process for using the Family Safety Circles tool

1. Talking about the need for a safety network

The first step in the process of using the Family Safety Circles tool flows directly out of the conversation with parents/caregivers about what we mean by a safety network and the fact that a safety network needs to be in place for the safety planning work to progress. When discussing the need for a safety network I usually say something like:

"For Child Protection Services to be confident that the things that we are worried about aren't going to happen to the children in the future, we need to know that there will be a safety network for the children; a group of people who see the children often and who will be part of the process of working with you and with us to develop a safety plan that will show everyone that the things we are worried about are not going to happen to the children in the future. You know that old saying that it takes a village to raise a child? Well the safety network is a bit like that village. We need to know that it's not just you and the kids on your own and that once child protection services walk away, that there will be a group of people who will be part of the children's lives and will help you to make sure that the children will always be safe in relation to the things we are worried about."

As family members start to talk about who might be part of the safety network or start to say that they don't have any people in their life who could be part of the safety network, you can move straight into using the Family Safety Circles tool. At this point I usually say something like: "Okay, so let me ask you a question" and as I'm saying that, I draw a large circle on a piece of paper and place this paper on the table between myself and the parents/caregivers so that it is visible to everyone.

2. The Inner Circle

I then ask the question:

“Who are the people in your life and your child’s life who already know about what has happened that led to your child/children being in care (or to child protection services being involved with your family)?”

As the parents/caregivers identify people who know what has happened, the names of these people are written into the inner circle (leave a little space right in the middle to come back to later and put the children’s and parents’ names or pictures).

Giving Compliments

As soon as the parents/caregivers identify one name, you have the opportunity to compliment parents for the openness and courage they have shown in talking openly with people about what has happened. In terms of bringing a sense of positive energy to the process, the earlier you can provide compliments to the parents, the better. For example, if a mum has just let me know that there are people in her life who she’s had the courage to talk to about what has happened, I want to acknowledge and honour her courage by saying something like:

“I imagine that might have been difficult to tell your mum about what happened. How did you manage to do that/find the courage to do that?”

or

“You told all these people about what has happened. Wow, that can’t have been easy. How did you manage to do that?”

Then continue asking *“Who else already knows what has happened?”* until the parents/caregivers have identified all of the people in their lives who already know what has happened and these names have been recorded in the inner circle.

Having these people identified in the inner circles creates the opportunity for further learning about the parents/caregivers by asking questions such as:

- *“Who in the circle was the hardest person for you to talk to about this?”*
- *“How did you do that?”*
- *“What helped you to do that?”*
- *“Who was the first person that you told?”*

The parent’s/caregiver’s answers to these questions will also provide important information about their relationships with the possible safety network people.

3. The Middle Circle

The next step in the process is to create the middle (second) circle by drawing a circle around the inner circle and then asking:

“Who are the people in your life and the kids’ lives who know a little bit about what has happened; who don’t know the whole story but maybe know some of what has happened? Or maybe they know that something has happened but don’t know any of the details?”

So then in the middle (second) circle, we write the names of those people who know a little bit or some of what has happened. Again, you can give further compliments to the parents/caregivers as more people are identified.

4. The Outer Circle

The next step is to create the outer circle by drawing a third circle around the other two circles. The question you are then asking is:

“Who are the people in your life and your children’s lives who don’t know anything about what has happened?”

As these people are identified, their names are written into the outermost (third) circle.

5. Moving people from the outer circles to the inner circle

If there are not already sufficient/appropriate people in the inner circle (who meet the criteria of already knowing what has happened), the next part of the process is to explore who the parents/caregivers are willing to move from the outer two circles into the inner circle.

I usually start to make the connection between the inner circle and the safety network more explicit by saying something like:

“Remember I said at the beginning that people in the safety network would need to know about what has happened in the past, well you’ve already got these people in this inner circle who you’ve been willing to talk to about what has happened, so you’ve already got these people as possible people for the safety network. So now we need to make sure we have enough people in this inner circle and the right people in this inner circle for the children’s safety network.”

If there are not enough people in the inner circle, then I usually explore who from the outer circles could become part of the inner circle by asking questions such as:

- *“Who else from these outer circles do you think needs to be part of this inner circle?”*
- *“Is there anyone in these two outer circles who you have thought about telling or come close to telling, but you haven’t quite gotten there yet?”*
- *“Who would Grandma (for example - pick a person already in the inner circle) say needs to be in this inner circle with her?”*
- *“Who would the kids want to have in this inner circle?”*
- *“You know all of these people, I don’t know them yet, but who do you think I would want to have in this inner circle?”*
- *“Who of all of these people do you feel most comfortable with/most understood by and think would be important to have as part of the safety network?”*

The suggestions of who else could be brought into the inner circle can be represented visually by doing things like drawing arrows that connect the people’s names in the outer circles with the inner circle, or the suggested people can be added to the inner circle in a different colour to distinguish them from the people who already know what has happened.

6. How many people do we need in the safety network?

At some point within this process, the question of how many people need to be in the safety network will usually be asked. This can feel like one of those ‘how long is a piece of string’ questions, but it is nonetheless one that we need to answer and to try to quantify.

There is no one definitive required number for the safety network that applies to every family situation. The number of people needed for the safety network needs to be determined based on the seriousness and nature of the concerns, the age and vulnerability of the children, and the availability of the other safety network people. We need to know that there are enough people in the safety network to be able to meet the day-to-day arrangements required in the safety plan. If, for example, our safety goal requires 24/7 supervision of the children while they are with one or both parents, there would need to be a large enough number of people in the safety network to make that possible, and a much larger number than if we require the children to be supervised by the safety network when the children have occasional contact with granddad (for example).

The decision about how many people are needed for the safety network needs to be thought through and talked through with everyone involved in the safety planning process to ensure that everyone is confident that the number and availability of people in the safety network are going to be able to maintain and monitor the safety plan.

7. Talking about what we mean by ‘safety’ people

What has happened so far in the process is that the parents/caregivers have now identified a number of people who could potentially be part of the children’s safety network. The Family Safety Circle tool can now be used to begin having the conversation about the need

for the safety network people to be assessed as 'safe' people and the process for making this decision/assessing whether or not someone is a 'safe' person.

I usually introduce the idea of assessing whether or not someone is a 'safe' person by asking questions such as:

- *"If you suddenly got sick and had to go into hospital, which of the people in this inner circle would you be prepared to leave your kids with?"*
- *"Who do you think your children would be willing/feel safe staying with?"*
- *"If grandma (or one of the other people in the inner circle) was here looking at the people in this inner circle, who would she say she was happy for her grandkids to be left with?"*
- *"I have met any of these people yet but they are all people that you know, so who do you think I would be happy to have the kids staying with?"*

The information provided by the parents/caregivers in response to these questions can be represented visually by doing things like putting a circle around the names of the people who are identified as 'safe' people (you could use one colour for Mum's views, for example, and a different colour for who Mum thinks others would nominate as 'safe' people) and question marks or crosses put through those people who have been identified as potentially 'unsafe' people.

By asking questions from a variety of points of view (the parent's, the children's, grandma's, and the worker's view), you are demonstrating that the decision about whether or not someone is regarded as a safe person is based on information provided by a range of people involved with the family. You are also introducing the idea that this decision will be made collaboratively, with the significant people in the children's lives being involved in the process of assessing whether or not it is appropriate for someone to be part of the children's safety network.

While the ultimate decision about whether or not someone is assessed as being an appropriate person for the safety network rests with the statutory agency, the information provided by the parents/caregivers, the children and by other people in the safety network is a vital part of that decision-making process.

8. What do people need to know to be part of the safety network?

Once the people who 'know everything' (in the inner circle) have been identified, you are then able to explore with the parents/caregivers what these people actually know and what else they need to know. I usually start this conversation by asking a question such as:

"You said that these are the people who know everything about what has happened. Can we now talk about what it is that they actually know? What have you told them?"

A bottom line for the safety network is that people in the safety network need to know child protection services' views about what has happened to the children in the past and to understand the worries that professionals have about what might happen to the children in the future in the parents' care. This doesn't mean that the parents or the safety network need to agree with these views, but they do need to understand that these are the views held by child protection services and that these are the views that the safety plan must address, over time, for child protection services to be willing to close the case.

Within the Signs of Safety approach, at a minimum we would want the safety network to be presented with the harm statements (what child protection services (CPS) believe has happened to these children or any other children in the past in the care of these parents), the danger statements (what CPS are worried may happen to the children in the future in the care of these parents) and the safety goals (what CPS would need to see the family doing, over time, in their care of the children that would satisfy everyone that there was enough safety to close the case).

9. How do we ensure that everyone is informed?

There are a number of ways that this information can be presented to the safety network:

- The parents/caregivers can take responsibility for talking this information through with all the potential people for the safety network prior to the first safety network meeting. If this happens, it is important that child protection services go over this information at the safety network meeting to make sure that everyone is clear about CPS' views.
- A copy of the Signs of Safety form can be provided to all the potential people for the safety network prior to the first safety network meeting and this can be discussed/ explored further at the meeting.
- The Words and Pictures document that has been prepared for the children can be presented to the safety network at the first safety network meeting as a means of ensuring that everyone understands CPS' views. (For further information on the Words and Pictures process, see "The Resolutions Approach: Working with 'Denied' Child Abuse", Turnell & Essex, 2006, or the Words and Pictures DVD, available at www.signsofsafety.net).

10. The role of the safety network

The Family Safety Circles tool can also help you to talk with the parents/caregivers about what the safety network would need to do. The safety network is an integral part of the safety planning process and so it is important that parents/caregivers understand what

it is that the safety network will be asked to do and how this fits into the overall safety planning process. In most cases, it is the parents/caregivers who will be asking people to be part of the children's safety network and will be inviting them to the first meeting, so it is important that parents have had the opportunity to think and talk this through.

I usually start talking about the role of the safety network by saying something like:

"We've got all these people now in this inner circle who know about what has happened and who could be part of the safety network, and I think it's fantastic that you've got so many people (these people) who already know what has happened. And you have also suggested other people from the outer two circles who you would be willing to have know about what has happened so that these other people could also be part of the safety network. So can we talk now in a bit more detail about what the safety network would need to do?"

Before presenting further information to the family about the safety planning process and how the safety network fits into this, I usually try to ascertain what the parents already know/understand about the role of the safety network by asking a question such as:

"I know we haven't talked a lot about the safety network, but if these people agreed to be part of your children's safety network, what do you imagine they are going to need to do?"

I would then continue asking *"What else do you think the network is going to need to do?"* until you are pretty clear that the parents have had the opportunity to demonstrate their knowledge/understanding about the role of the safety network.

At a minimum, we would expect the safety network to:

- Listen to CPS' views about what has happened to the children in the past and the worries about future dangers for the children that the safety plan needs to address.
- Come to meetings with the parents/child protection services to develop the detailed safety plan that will demonstrate to everyone that the children will always be safe in relation to these identified dangers. The number of meetings could be as few as one or two or could be as many as a dozen, depending on the complexity of the situation.
- Continue working with the family and CPS to monitor how the safety plan is working. This is usually for a period of somewhere between 6 months and 2 years, depending on how long CPS would need to see the safety plan in place and working for them to be confident that the plan will continue working once CPS close the case.
- Continue supporting the family to ensure the safety and wellbeing of the children for as long as the children remain vulnerable to the identified dangers. CPS will need to have the conversation about how long the safety network will need to be actively involved for with the family and the safety network prior to CPS closing the case.

11. Bringing the Family Safety Circles to other people in the family

So far in using this tool, you have captured the parent/caregiver's ideas about who could be involved in the safety network. Other family members might have ideas about additional people who could be part of the safety network.

At this point in the process, I usually then ask the parents' permission to show their Family Safety Circles to others in the family (the children, grandma, the other parent if not present, etc) to seek their ideas. This meeting with the children or other family members can happen with the parent present or not, depending on the parent's preference. If the parent is going to be present, it can be useful for them to be the person who explains the safety circles to the children or to other family members. Any additional people suggested can be added to the circles and the same questioning process can be used to understand the children/other family members' views about who needs to be part of the inner circle/safety network.

As the safety network is formed and begins to meet, the parents' Safety Circles can also be brought to the safety network and the network can consider the question of whether or not additional people are required for the safety network and who they could be.

12. Where to from here?

The final step in the Family Safety Circle process is to talk with the parents/caregivers about where to from here. Important next steps are:

- Deciding who is going to talk with the identified possible safety network people to ask them to be part of the children's safety network and when is this going to happen?
- Setting a date for the first meeting of the safety network (which will also involve the parents/caregivers and child protection services) and deciding where is this going to be held?
- Deciding what process will be used to ensure that everyone in the safety network understands the concerns.

Case Example

Amanda and Abi's Safety Circles



The Family Safety Circles example above is an anonymised example from my work with a family in Perth, Western Australia. This family consists of a mother, who I will call Therese, and her two daughters, Abi (6yrs) and Amanda (8yrs). Abi and Amanda were placed in the care of the Department for Child Protection (DCP) two years ago due to the girls witnessing significant family violence between Therese and her partner at the time, the girls being hit by Therese's partner, and the girls often being left on their own at night while Therese and her partner went out to parties and to buy drugs.

Two years later, DCP referred the family to a reunification service as Therese had separated from her partner and had demonstrated that she was no longer using drugs. During my first meeting with Therese, I explained what the reunification and safety planning process would involve and began to talk to Therese about the need for a safety network. Therese said that she didn't really have anyone who could be part of a safety network and I then drew a large circle on the page and asked Therese the following question: "So let me just ask you a question.... Who are the people in your life and the girls' lives who know about what happened in the past, about Terry hitting the girls and the girls seeing all those fights between you and Terry, and the girls being left on their own at night while you and Terry went out? Who are the people in your life who already know about what has happened?"

Therese immediately said that her partner, David (who she had been in a relationship with for about 6 months), knew everything about what had happened, and then added that her mum and dad also knew what had happened. I wrote David's name and her mum and dad into the inner circle and then used that opportunity to compliment Therese by saying *"That can't have been easy telling your new partner about that difficult stuff from your past. How did you manage to do that?"* Therese said that she had been pretty nervous telling David but that she learnt in her drug rehab program that unless she was honest with people, she wasn't going to be able to have much of a relationship with them.

I then asked Therese *"Who else knows what happened?"* Therese said that her friends from the drug rehab program knew what had happened and when I asked her for their names, gave me the names of two friends she had made during the program, Lisa and Maxine. I wrote their names in the circle and then asked again *"Who else knows what happened?"* Therese thought for a while and said *"My brother, but I don't see him much"*. I explained that it didn't matter at this stage how much she saw him; what we were doing was writing down the names of all the people who already knew what had happened. So I then wrote her brother's name (Phil) into the circle. I continued asking *"Who else knows?"* and writing their names in the circle until Therese said that she couldn't think of anyone else. At this point I asked *"Just think for a moment about all the people in the girls' life... Is there anyone else in their life who knows about what has happened?"* From this question, Therese added the girls' foster carers, their DCP caseworker and the person who brought them on contact visits, as well as the principal at the school which the girls attended. All of these names were added to the inner circle.

I then drew a second circle around this inner circle and asked *"Who are the people in your life and the girls' lives who know some of what happened; who don't know all the details, but know a little bit about what happened?"* Therese listed a number of people, including two more of her neighbours, Elaine and Faye; both of the girls' teachers; her cousin, Roxanne; and Kevin, the manager of the shop where Therese worked part-time. I then asked Therese *"Is there anyone else, in your family for example or the girls' dad's side of the family, who know something about what has happened?"* Therese then added the girls' paternal grandparents, who she said she didn't speak to much as they lived interstate and they had stopped having much contact after the girls' father had died four years ago.

When Therese said that she couldn't think of anyone else to add to that circle, I then drew a third circle around the first two and asked *"So now who are the people in your life who don't know anything about what happened?"* Therese thought for quite a while and then said *"David's family and friends, I guess. I've only met them a couple of times because they live outside of Perth, but I haven't told them that the girls don't live with me. They all think that we'd just left the kids at home with friends while we came to visit"*. I asked Therese who she thought were the most important of those people and Therese listed Bill and Rhonda (David's parents), Sue (David's sister) and Carl and Tanya (his closest friends). I wrote all of these names in the outer circle and then asked *"Who else is in your life who doesn't know anything about what happened?"* Therese said that she had never told her

grandmother about what had happened as her grandmother was in a nursing home and didn't know that the girls were in care. I added her grandmother to the outer circle.

Once we'd finished putting the names in all three circles, I then asked Therese *"Looking at all the people you have put in these safety circles, is there anyone else who is important to you and important to the girls who we haven't put into the circles yet?"* Therese looked at the circles and said "No, that's everyone".

Therese had listed 11 people in the inner circle, 8 people in the middle circle, and 6 people in the outer circle, giving us 25 people who were potential members of the safety network.

I then started to explore with Therese how 'safe' she regarded the people she had listed within her safety circles, which I did by asking: *"I want to ask you a question about all of these people now. Imagine that your girls are living back home with you and then you had to go to hospital suddenly. Of all the people you have put in these circles, who would you be willing to leave your girls with?"* Therese looked at the circles and straight away started pointing out the people that she would be willing to leave her girls with. I circled these people with a green pen. Therese also identified people who she didn't yet know well enough, such as David's family and friends, and her manager at work. I put a question mark next to these people.

Once we had identified who Therese regarded as 'safe' people for Abi and Amanda, I then started to explore other people's views. I did this by asking: *"If you had to go to hospital, who do you think the girls would feel comfortable staying with? Who would your mum be willing for her granddaughters to stay with? Who do you think Steve, your caseworker, would be happy for the girls to stay with?"* Therese's thoughts about her mum's views were represented with a red tick; her girls' views with a blue tick and Steve's views with a yellow tick.

Using Therese's safety circles, I then talked with Therese about how many people she thought would need to be in Abi and Amanda's safety network, which led to a discussion about the role of the safety network. Therese said that if the safety network needed to come to meetings and help to develop the safety plan and then keep visiting afterwards to make sure that the plan was working, she thought there would need to be about 10 people so that a couple of people, like her mum and dad, weren't having to do all the work. Therese said though that she didn't feel comfortable asking people to commit this much time to working with her and the girls and that she wasn't sure if they would agree to do it. At this point I reiterated again that having a safety network was a bottom line for the girls to return home and complimented Therese on being willing to think this through with me in so much detail.

This part of the conversation took quite a while, with me holding the bottom line of the safety network needing to happen and needing to have enough people to be able to perform the role effectively, and Therese eventually said that she understood that she had to have a safety network in place before the girls could come home.

I then asked Therese to think about who in the inner circle she thought would be good to have as part of the safety network. Therese said that she wanted to have her mum and dad, David, her brother if he was willing, her friends Lisa and Maxine and her neighbour, Robin. Therese added that she didn't think that Steve, her caseworker, the school principal or the foster parents would really count as part of the safety network and so then we started to explore who from the outer circles Therese would be willing to move to the inner circle. To do this, I asked Therese questions such as: *"Who from these outer two circles do you think needs to be in this inner circle and part of the safety network? Who would you be most comfortable talking with about what happened to the girls? Who do you think your mum would want to have in there with her? Who do you think the girls would want to have in there?"* Therese said that she thought both her neighbours, Elaine and Faye, needed to be in the inner circle, and that the girls would want their teachers part of the inner circle. Therese also said that while she didn't know David's parents very well, they seemed like good people and she would be willing to talk with them if David was okay with that. The people that Therese was willing to move to the inner circle, we showed by drawing arrows linking them to the inner circle.

That was as much as Therese and I covered during our first session together. Therese said that she wanted to show the safety circles to David and to her mum and talk to them about the safety network and who needed to be part of it, and we agreed that after she had done that, she and I would then talk together again about how to start inviting the people we had identified to a meeting to talk about the safety network. Therese's safety circles led to a safety network of 13 people for Abi and Amanda, who at the time of writing this booklet, are all participating in the process of developing a safety plan for Abi and Amanda.

Some important process considerations

1. As you will see from the suggested process outlined above and the case example, there are a lot of detailed conversations with families that can result from the use of the Family Safety Circles tool. It may be necessary to use the tool over a number of sessions rather than trying to complete all of the work within one session.
2. The suggested process outlined above is not necessarily a linear process. You may find that you move from one stage to another, depending on what comments or questions the parents/caregivers ask. What is important to remember is to record the information visually (it doesn't have to be neat or pretty; this is a working document!) and to cover all of the areas outlined in the process. The template sheet at the back of this booklet contains a summary of the parts of the process and suggested questions. You can photocopy this template and have it on the table beside you as a guide.
3. This booklet focuses on the development of a safety network through the use of the Family Safety Circles tool and isn't intended to give a thorough overview of the broader safety planning process. For further information on safety planning, please see the reference list at the back of this booklet.

Conclusions

This is a tool that has been inspired by my work with families and with child protection workers all over the world. In my view, a tool works if we can adapt it to our own personal style as a worker and to each of the families who we are working with, so feel free to experiment!!! And then to write (sonjapa@iinet.net.au) and tell me about your experiences so that the tool can continue to evolve.

As I described at the beginning of this document, the development of this tool has grown in part out of the ideas presented by Susie Essex and Andrew Turnell in the Resolutions Model for working with 'denied' child abuse. I would like to thank both Andrew and Susie for their enormous generosity in sharing their wisdom and skills with me over the years.

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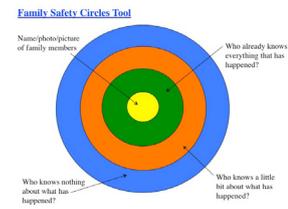
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Prompt sheet for using the Safety Circles

1. Talking about the need for a safety network

The first step in the process of using the Family Safety Circles tool flows directly out of the conversation with parents/caregivers about what we mean by a safety network and the fact that a safety network needs to be in place for safety planning to progress.



2. The Inner Circle

“Who are the people in your life and your child’s life who already know about what has happened that led to your child/children being in care (or to child protection services being involved with your family)?”

Giving compliments

Pay attention to what parents/caregivers have already done that will help to build future safety and acknowledge this with compliments, wherever and whenever possible.

3. The Middle Circle

“Who are the people in your life and the kids’ lives who know a little bit about what has happened; who don’t know the whole story but maybe know some of what has happened? Or maybe they know that something has happened but don’t know any of the details?”

4. The Outer Circle

“Who are the people in your life and your children’s lives who don’t know anything about what has happened?”

5. Moving people from the outer circles to the inner circle

- *“Who else from these outer circles do you think needs to be part of this inner circle?”*
- *“Is there anyone in these two outer circles who you have thought about telling or come close to telling, but you haven’t quite gotten there yet?”*
- *“Who would Grandma (for example - pick a person already in the inner circle) say needs to be in this inner circle with her?”*
- *“Who would the kids want to have in this inner circle?”*
- *“You know all of these people, I don’t know them yet, but who do you think I would want to have in this inner circle?”*
- *“Who of all of these people do you feel most comfortable with/most understood by and think would be important to have as part of the safety network?”*

6. Discussing the following:

- What is the role of the safety network?
- How many people do we need in the safety network?
- What we mean by ‘safety’ people and how is this decided?
- What do people need to know to be part of the safety network?
- How do we ensure that everyone is informed about the concerns?