



Our Cathedral...

Culture, Leadership and Capacity

- Fosters and promotes a safe and healthy culture.
- Has effective collaboration between those in safeguarding roles and other cathedral colleagues or internal departments.
- Has arrangements to provide effective safeguarding oversight and challenge (e.g., from Chapter, an internal safeguarding group, or membership on a DSAP).
- Explores the competence in safeguarding understanding and behaviour of candidates applying for the 'Chief Operating Officer' (or equivalent) role.
- Has leaders that:
 - ⇒ Promote the welfare and voice of children, vulnerable adults, victims and survivors of abuse, as well as those who are the subject of concerns or allegations of abuse.
 - ⇒ Improve their own knowledge of current safeguarding matters and promote continuous professional development in this area for those whom they are responsible.
 - ⇒ Seek and respond to feedback.
 - ⇒ Seek, listen, and respect the views of those with professional safeguarding expertise.
- Explores safeguarding issues in a meaningful way through active engagement in audits, visitations, reviews, etc.
- Reviews its safeguarding needs adequately to ensure that those in safeguarding roles do not work more than their contracted hours to fulfil their safeguarding responsibilities.

Prevention

- Follows "Safer Recruitment and People Management" House of Bishops' guidance.
- Discusses safeguarding understanding in individual reviews and/or supervision meetings.
- Uses a range of good materials and methods to promote safeguarding to all audiences (e.g., children and young people).
- Regularly discusses safeguarding at leadership, staff, volunteer, congregational, and children and youth meetings and activities.
- Develops, adopts and shares good safeguarding practice.
- Considers the needs, experiences and voices of children, vulnerable adults, and survivors in prevention planning.
- Raises awareness of different kinds of abuse (e.g., domestic and spiritual abuse) and contemporary safeguarding issues (e.g., modern slavery, county lines).
- Manages risk for all cathedral activities, identifying safeguarding risks to both those delivering and those receiving activities.
- Avoids lone working (appropriate precautions are taken to keep everyone safe when it is necessary and unavoidable).
- Understands appropriate boundaries (e.g., touch, in respect of passing the peace and hugs by the Welcome Team).
- Has staff and volunteers that are aware of the safeguarding risks that are associated with the layout of the cathedral (e.g., access to toilets and potential blind spots).

** Where there is a Cathedral Safeguarding Officer (CSO) in place. Where a CSO is not located, this should be covered by alternative arrangements (e.g., by the Diocesan Safeguarding Team via a service level agreement or a memorandum of understanding.

Recognising, Assessing and Managing Risk

- Identifies, reports and responds to concerns that constitute a safeguarding matter, in accordance with House of Bishops guidance/ Code and statutory guidelines.
- Stores and shares all personal information in ways which are compliant with data protection legislation and the GDPR.
- Shares safeguarding information through work-provided (non-personal) forms of communication.
- Records all concerns in a clear and concise manner and provides a narrative of actions and rationale for decision-making.**
- Ensures that risk assessments are effective in preventing further harm and are informed by national training and tools.**
- Undertakes risk assessments of respondents in respect of their own wellbeing and risk of harm, and offers a trained Link Person, who ensures that their support needs are met.**
- Offers support to others who are affected by safeguarding concerns and allegations (e.g., including family and friends of both victim and respondent, the cathedral community).**
- Puts Church Safety Plans in place when they are needed in order to manage risk, with agreed review points that reflect the assessed risk level. **
- Has the quality of dialogue within Core Groups is effective in identifying and managing risk.**
- Is regularly in contact with all relevant statutory agencies, relevant Church bodies, and any other safeguarding partnerships in their locality, which enables risk to be appropriately assessed and managed.

Victims and Survivors

- Engages with victims and survivors.
- Hears, respects, believes and genuinely cares for those who are reporting abuse.
- Responds to safeguarding disclosures in a victim-centred and trauma-informed way.
- Is aware of the routes to disclosure and the processes that follows and can communicate that to those who report abuse.
- Acts on safeguarding concerns appropriately, transparently and in a timely manner.
- Fulfils the support requirements set out in the "Responding Well to Victims and Survivors of Abuse" House of Bishops' Guidance.
- Also supports victims and survivors of non-Church based abuse, abuse within churches other than the Church of England, and those with broader safeguarding issues (e.g., mental health, homelessness) in accessing relevant support services.
- Uses the Bible and Christian theology sensitively with victims and survivors, with their consent, only to provide care and support.

Learning, Supervision and Support

- Delivers safeguarding learning following the models described in the Safeguarding Learning and Development Framework and evaluates its impact on behaviour.
- Has oversight over which staff and volunteers are up to date with their safeguarding learning and development requirements, in line with their roles and responsibilities.
- Enables those who deliver safeguarding training to deliver effectively by allowing them to seek support and feedback.
- Provides the type and quantity of support to its clergy that will meet their emotional and psychological needs arising from the traumatic impact of their work.
- Ensures that Cathedral Safeguarding Officers (CSOs) attend induction programmes, and are well supported, both within their setting and with other safeguarding professionals.**
- Has CSOs that receive supervision from an appropriately experienced and trained supervisor, using a nationally agreed supervision model.**
- Has CSOs that develop their expertise and application of the latest developments in safeguarding.**