

## **Cathedral Safeguarding Strategy April 2021**

**Our Cathedral safeguarding strategy will be outlined in a written message from the Dean which addresses the operational needs of the cathedral organisation, but also, and more importantly, acknowledges and addresses the needs of survivors.**

**The Safeguarding strategy will be delivered through nine strategic objectives as outlined below and developed through a clear Safeguarding Action plan. It will also be supported by a clear approach to National Church Safeguarding policy, training and communications.**

Several strands of a safeguarding strategy already exist but they have now been gathered into a coherent all-encompassing document.

**Message from the Dean** – available on the cathedral website – needs updating with a clear survivor focus

### **Strategic Objective 1: Governance and Leadership.**

The Cathedral will develop and maintain an efficient and effective governance structure to support the delivery of safeguarding activity. The governance structure will ensure the following: that there is the correct level of senior leadership and oversight of safeguarding activity; that there is an appropriate level of engagement with independent and statutory bodies and that there are sufficient levels of resource in place to carry out the activity required.

**1A** Maintain an efficient and effective Governance structure within the Cathedral Chapter and Cathedral Safeguarding Advisory Group (CSAG), to support the delivery of safeguarding

**1B** Maintain Safeguarding oversight at a Senior Leadership level within the Cathedral through CSAG, (which includes external scrutiny) and the Cathedral Chapter operating in line with the Diocesan/Cathedral MoU activity.

**1C** Ensure that there is adequate resource in place to achieve Safeguarding activity

### **Strategic Objective 2: Policy and Practice Guidance.**

Ensure that all National Safeguarding Policy and Practice Guidance is formally adopted and implemented within the Cathedral.

All Cathedral policy and practice guidance is based on and adapted from National Safeguarding Policy and Practice Guidance. It is produced after extensive consultation within the Cathedral community. All policy and practice guidance is set within a revolving timetable of review by the Cathedral Leadership Team which helps to ensure that they are fully up to date and current according to guidance from the National Safeguarding Team as well as legislation and developments outside the church. The Cathedral needs to ensure it adopts, implements and carries out all of its safeguarding activities in accordance with the National House of Bishops Policy and Practice Guidance.

### **Strategic Objective 3: Training:**

Provide Safeguarding Learning and Development at all levels of the Cathedral organisation adhering strictly to the National Learning and Development Practice Guidance and using the nationally produced Training Modules. The Cathedral Safeguarding Officer will be responsible for the organisation and delivery of all Safeguarding training delivered in the Cathedral as well as facilitating safeguarding online learning.

**3A** Deliver Safeguarding Basic Awareness (C0) and Foundation (C1) training for lay people - CSO

**3B** Deliver Leadership training for lay people (C2) – CSO -

**3C** Deliver Leadership training for licensed and ordained people (C2) – DSA and Diocesan team

**3D** Deliver advanced /specialist training to licensed clergy and relevant lay people (C4) and S Modules – External specialist input

**Strategic Objective 4:** Develop a clear Safeguarding Communications Strategy which will ensure access to safeguarding information for all.

It is vitally important that the Cathedral ensures that anyone involved, no matter what that involvement is, has access to up-to-date accurate information regarding safeguarding within the Cathedral, including details about who to contact if there is a safeguarding concern.

**4A** In line with the Safeguarding action plan 2021-2023, the cathedral website will carry a specific, well-informed area dedicated to safeguarding information and news.

**4B** In line with the Safeguarding action plan 2021-2023, the Cathedral Newsletter will carry an informative safeguarding message once a month.

**4C** The Cathedral Director of Communications will support and guide the Safeguarding team in the dissemination of information and in developing a communications strategy.

**4D** General Safeguarding Information and Presentations will be delivered by the Cathedral Safeguarding officer to key cathedral stakeholder groups to encourage a widespread understanding of safeguarding and in turn a more safely guarded environment.

### **Strategic Objective 5: Safer Recruitment.**

**5A** Safer Recruitment to include a revised CE focus on SR and People Management, including DBS checks

**Strategic Objective 6:** Casework and working with those who pose risk in worship. The Cathedral needs to maintain an effective and efficient mechanism to manage safeguarding casework to include working with victims and survivors as well as offenders and people who pose a risk.

**6A** Casework will be conducted in accordance with House of Bishops Practice Guidance

**6B** Working with offenders and others who pose risk, in worship

**6C** Dealing effectively with an allegation affecting a church officer

**6D** Whistleblowing and/ or Complaints Process

**Strategic Objective 7:** Engaging with Survivors. The Cathedral needs to develop and maintain a means by which it effectively engages with survivors of abuse. This is to enable survivors to have a voice and a way of shaping and influencing things. There is also a need to provide access for survivors to listening and healing.

**Strategic Objective 8:** Quality Assurance and Audit. There needs to be an effective mechanism to ensure that every required safeguarding activity is delivered thoroughly and to the highest of standards throughout the whole of the Cathedral at every level.

**8A** National Safeguarding – Independent Auditing of Cathedral Safeguarding Arrangements for the Church of England

**8B** National Safeguarding Yearly Self-Assessment

**8C** Cathedral Audit

**8D** Blue Clergy File and Safeguarding File Review

**8E** Management Information

**8F** Information Sharing Agreements

**Strategic Objective 9:** Work in Partnership with Statutory Agencies and other Organisations and Charities to assist in tackling ALL emerging safeguarding issues to include: Child Sexual Exploitation (CSE), Modern Day Slavery, Human Trafficking, Domestic Abuse including Honour Based Violence and Female Genital Mutilation. (FGM). (Other new safeguarding issues may emerge and these will be included.)