



Safeguarding Strategy

Safeguarding is Everyone's Responsibility

The Cathedral is committed to the safeguarding, care and nurture of everyone within our community as a core element of our ministry and mission. Safeguarding involves the proactive steps taken to foster a culture of safety, ensuring that all who work, volunteer, or worship within the Cathedral are protected from harm.

This includes promoting the welfare of children, young people, adults, and those who may be vulnerable, and preventing all forms of abuse. The Cathedral is dedicated to identifying and mitigating risks, responding appropriately to concerns, and providing support to those affected. Through these actions, we aim to uphold a safe, respectful, and inclusive environment for all.

The Cathedral follows the ethos and safeguarding policy commitments outlined by the National Church⁽¹⁾. Namely:

- Promote a safe environment and culture.
- Safely recruit and support all those with any responsibility related to children and vulnerable adults within the Cathedral.
- Respond promptly to every safeguarding concern or allegation.
- Care pastorally for victims/survivors of abuse and other affected persons.
- Care pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Respond to those that may pose a present risk to others.

These commitments align with the Cathedral values:

- **Faith:** Faith in God, Father, Son and Holy Spirit and God's unconditional love for all people. This is our Christian conviction, and it is what defines and shapes us;
- **Welcome:** Welcome to friends and to strangers, to people of all faiths or none, to those with whom we agree and disagree; building a culture of openness and collaboration and generosity across the country;
- **Compassion:** Working alongside people in need, expressing love, tolerance and respect through our actions;
- **Confidence:** Confidence to challenge wrongs, to be honest about who we are and what we stand for; to be daring in what we do, how we do it and who with.

National Safeguarding Standards

The Church of England has developed a set of [National Safeguarding Standards and accompanying Quality Assurance Framework](#)⁽²⁾, which are set out below. These Standards are vital for the Cathedral to assess both the quality and, most importantly, the impact of its safeguarding work. The Standards also offer a straightforward structure that helps bring together the many different safeguarding activities taking place across the Cathedral.

Every safeguarding activity—at every level—will link to at least one of these Standards. This connection helps unify what could otherwise feel like separate efforts and allows the Cathedral to clearly demonstrate and communicate its commitment to safeguarding.

The Five Standards are:

1. **Culture, Leadership and Capacity:** Church bodies have safe and healthy cultures, effective leadership, resourcing, and scrutiny arrangements necessary to deliver high-quality safeguarding practices and outcomes.
2. **Prevention:** Church bodies have in place a planned range of measures which together are effective in preventing abuse in their context.
3. **Recognising, Assessing and Managing Risk:** Risk assessments, safety plans and associated processes are of a high quality and result in positive outcomes. The assessment and management of risk is underpinned by effective partnership working.
4. **Victims and Survivors:** Victims and survivors experience the timeliness and quality of Church bodies' responses to disclosures, and their subsequent support, as positively meeting their needs, including their search for justice and helping their healing process.
5. **Learning, Supervision and Support:** All those engaged in safeguarding-related activity in Church bodies receive the type and level of learning, professional development, support, and supervision necessary to respond to safeguarding situations, victims and survivors, and respondents, effectively.

House of Bishops' Practice Guidance

House of Bishops' Safeguarding Guidance and Safeguarding Code of Practice outline requirements and practice advice which we are committed to at the Cathedral as we work to safeguard, care and nurture everyone in our community. Key selected guidance is referred to below but full details can be accessed on the Church of England Safeguarding e-manual⁽³⁾.

The Cathedral is committed to the Church of England's [Code of Safer Working Practice](#)⁽⁴⁾ and [Safer Environment and Activities](#)⁽⁵⁾ which outline what we expect from anyone who ministers in our Cathedral, in both paid or voluntary roles, and is one of the

ways we ensure high standards of safeguarding in all we do. It sets out the practical requirements for how all those working with children, young people and adults must treat all individuals with respect and dignity.

The Cathedral adheres to the [Managing Safeguarding Concerns and Allegations Code of Practice](#)⁽⁶⁾ and the [Reporting Safeguarding Concerns and Allegations Code of Practice](#)⁽⁷⁾. These codes impose requirements on relevant persons to enable the assessment and management of safeguarding concerns and allegations against church officers. These codes also provide guidance on how to comply with the requirements. The codes will be referred to in full when dealing with allegations and managing risk.

The Cathedral is committed to the [Responding Well to Victims and Survivors of Abuse](#)⁽⁸⁾ Guidance. Within the guidance survivors have identified the following as 'what good looks like' in responding to victims and survivors. The Cathedral is committed to drawing on these statements in the support they provide for victims and survivors.

1. Survivors know that they are heard, understood, believed and will be supported.
2. The response by Church Bodies and Church Officers to disclosures is victim and survivor-centred and does not cause further trauma to the person disclosing.
3. People with safeguarding responsibilities understand the impact of trauma and the best way to respond to it.
4. Churches create a culture of listening, transparency and respect that makes it safe to disclose.
5. Victims and survivors and Church workers know what process will be followed if someone reports abuse.
6. Survivors are helped to receive the support they need, both from the Church and other people and organisations.
7. Safeguarding concerns are acted upon appropriately, transparently, with accountability and in a timely fashion.

The Cathedral Safeguarding Committee will:

- Have an independent safeguarding professional Chair.
- Ensure the Cathedral has clear and transparent safeguarding policies, procedures, working practices and training arrangements which are consistent with statutory requirements and Church of England policy and practice guidance.
- Ensure that there is communication and implementation of all safeguarding policies and procedures.
- Ensure that the Cathedral is listening to the views of children and vulnerable adults on ways to keep them safe whilst engaged in church activities.
- Oversee the Cathedral safeguarding strategy.

- Provide Chapter with a safeguarding report quarterly or in the event of a significant safeguarding concern.
- Ensure the Cathedral is up to date with the policies and procedures of the National Safeguarding Team of The Church of England.
- Regularly review the whistleblowing and complaints policies and procedures and advise on any issues which appear to require attention.
- Maintain good working links with the diocesan safeguarding team to ensure:
 - We have particular regard to the rigour of the Cathedral's responses to safeguarding concerns, including proper reference to and liaison with statutory authorities.
 - We respond appropriately to survivors of abuse.
 - We advise on appropriate measures for overseeing and monitoring the welfare of children and vulnerable adults where known and monitoring alleged offenders and others who might be a risk to them.
 - We advise on arrangements to support and monitor the implementation of good safeguarding practices within the Cathedral in accordance with national and diocesan policy and practice guidance.
 - We monitor the Cathedral's requirements relating to safer recruitment, DBS Disclosures and appropriate safeguarding training for all staff and volunteers.
 - We ensure that there are clear safeguarding arrangements in place between the Cathedral and the diocese.

References:

- (1) House of Bishops (2017) Promoting a Safer Church: Safeguarding Policy Statement for Children, Young People and Adults <https://www.churchofengland.org/sites/default/files/2019-05/PromotingSaferChurchWeb.pdf>
- (2) Church of England (2023) National Safeguarding Standards <https://www.churchofengland.org/safeguarding/national-safeguarding-standards>
- (3) Church of England (2021) The Code of Safer Working Practice <https://www.churchofengland.org/sites/default/files/2021-07/code-of-safer-working-practice-02.07.2021.pdf>
- (4) Church of England (2019) Safer Environment and Activities [safer-environment-and-activities-oct19-0.pdf](https://www.churchofengland.org/sites/default/files/2019-10/safer-environment-and-activities-oct19-0.pdf)
- (5) Church of England Safeguarding e-manual <https://www.churchofengland.org/safeguarding/safeguarding-e-manual>
- (6) Church of England (2024) Managing Safeguarding Concerns and Allegations <https://www.churchofengland.org/safeguarding/safeguarding-e-manual/managing-safeguarding-concerns-and-allegations>
- (7) Church of England (2025) Reporting Safeguarding Concerns and Allegations <https://www.churchofengland.org/sites/default/files/2025-01/gs-2372-safeguarding-code-managing-allegations.pdf>

(8) Church of England (2021) Responding Well to Victims and Survivors of Abuse
<https://www.churchofengland.org/safeguarding/safeguarding-e-manual/responding-well-victims-and-survivors-abuse>

This strategy is a living document and as such may be subject to change. This strategy will be reviewed yearly and updated accordingly.

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