

Derby Cathedral Safeguarding Audit Recommendations - Action Plan

<u>Recommendation</u>	RAG	<u>Year</u>		
		1	2	3
3.1.1 Precincts and buildings How might the visibility of the verger team be improved and used to support actively the work of other staff and volunteers within the Cathedral?		√		
How might the use of walkie-talkie radios, CCTV etc. be introduced more speedily in order to improve communication, surveillance and safety within the Cathedral building and its surrounds?		√		
3.1.2 Vulnerable Adults How might the DST assist the Chapter in developing its approach to safeguarding vulnerable adults, as set in the Church of England policy statement Promoting a Safer Church?		√		
How might the Cathedral work with the DSA to ensure that safeguarding-related responses by Cathedral staff and volunteers are appropriate, consistent with good practice standards, and suitably recorded?		√		
3.1.3 Children How confident is the Cathedral that practice guidance being developed for The Ark is commonly accessible and aligns with overall Cathedral approaches to safeguarding?		√		
3.1.4 Choir How might the pre-rehearsal arrangements for the boys' choir be improved to allow those who wish to spend time quietly to do so?				√

What arrangements can be developed both to relieve the pressure on the Choir Matron and also plan for increased resilience in arrangements for safeguarding and welfare support to the children's choirs?		√		
In what ways might the safeguarding arrangements for the adult lay clerks be strengthened, including in relation to the young members of the adult choir?			√	
3.1.5 Bell Ringing How might the Canon for Liturgy work together with the Tower Captain to ensure that safeguarding procedures for the bell tower are robust and align with Cathedral policies, procedures and practice guidance?			√	

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<p>3.2.5 Information sharing practise (including within the Cathedral, with linked diocese, with statutory agencies, with other places of worship [i.e. when someone about whom there are concerns moves])</p> <p>Given the possible blurring of boundaries between pastoral and safeguarding issues, particularly in relation to vulnerable elderly people, how might the DSA assist the Cathedral in developing a clear understanding about when the DST ought to be consulted or involved?</p>		√		
<p>How might case file organisation and recording practice in the Cathedral be improved?</p>		√		
<p>How can greater clarity be ensured at all levels within the Cathedral regarding the balance between the need to maintain confidentiality whilst ensuring that children and vulnerable adults are safeguarded?</p>			√	
<p>What priority should be given to implementing the spirit and letter of the Church of England's policy and practice guidance Responding Well to Domestic Abuse (2017)?</p>		√		
<p>What risks may there be in restricting supervision of safeguarding agreements to members of the clergy only?</p>		√		
<p>3.4 Training</p> <p>How might the development and delivery of a strategic plan for safeguarding training be used to help the Cathedral promote its approach to safeguarding and achieve its aim of embedding an enduring culture of safeguarding in all parts of the Cathedral?</p>			√	
<p>How might the Cathedral work with the Diocese to ensure the quality and relevance of the various levels of safeguarding training? Is regular reporting on delivery needed?</p>			√	

Would an offer of safeguarding training to the congregation assist the Cathedral in developing its safeguarding culture?		√		
3.5.4 DBS How might the Cathedral address the problems with the current process for administering DBS checks, both within the Cathedral itself and with the Diocese?		√		
What capacity can be put into place to ensure that all recruitment and record keeping practices meet the standards specified within the Cathedral's own policy and practice guidance regarding safer recruitment?			√	√

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What measures can be taken to achieve a systematic approach to assessing and allocating the appropriate level of safeguarding training to all clergy, staff and volunteer posts in the Cathedral?	Yellow	v		
4.1.6 Whistleblowing policy How might the Cathedral and Diocese work together to ensure that the Diocesan/ Cathedral PPPG are up to date, comprehensive, consistent with national guidance, and accessible to all who need or wish to have access to them?	Green	v		
How might the Cathedral ensure that the less formal practice guidance developed within different parts of the Cathedral and appropriately aligned with the Diocesan/ Cathedral PPPG?	Red		v	
4.2 CATHEDRAL SAFEGUARDING ADVISOR AND THEIR SUPERVISION & MANAGEMENT How might the Chapter best address its reliance on a single individual to provide its safeguarding advice and guidance and improve its future resilience?				
How can the DSA's line manager best work with the external supervisor to optimise support and professional development for the DSA and his team? What mechanisms would best enable the quality of the DSA and his team to be appraised and monitored?	Yellow		v	
How might the Cathedral work with the DSA to ensure that safeguarding related responses by Cathedral staff and volunteers are appropriate, consistent with good practice standards, and suitably recorded?	Yellow		v	
4.3.2 Secure storage How might the Cathedral learn from good practice in other settings, such as schools, and develop a 'single central record' which brings together all	Yellow	v		

information relevant to each individual and keeps it up to date?				
How might the Cathedral and Diocese improve the 'read across' between the two record-keeping systems, where appropriate?		v		
5.1 Quality Insurance What quality assurance mechanisms – e.g. self-audit; routine benchmarking against other cathedrals; lessons learnt from other cathedrals; survivor feedback; staff and volunteer feedback; learning cycles from case work – can the Cathedral put into place to monitor and develop safeguarding practice, in line with the national Key Roles and Responsibilities of Church Office Holders and Bodies Practice Guidance and other statutory requirements?			v	

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How can these different mechanisms be brought together into an organisational learning framework?				
How might the Cathedral oversee the operation of the SLA with the Diocese and be assured that it is working well for the Cathedral?				
What role should the Cathedral Safeguarding Committee take in overseeing the Cathedral's quality assurance arrangements?		v		
5.2 Complaints about the Safeguarding service				
How might the complaints process be improved, including the alignment between the apparently separate processes for staff and volunteers?				
5.3 Whistleblowing				
How might the Cathedral raise awareness of the whistleblowing policy, and how it should be used?		v		
5.4 CATHEDRAL SAFEGUARDING MANAGEMENT COMMITTEE AND DIOCESAN SAFEGUARDING MANAGEMENT COMMITTEE				
What should the governance arrangements between the Diocese and the Chapter be in respect of safeguarding, and how might these operate in practice?			v	
How might the Chapter satisfy itself that the CSC is still operating to the right terms of reference, and who should be involved in this process?				
How can the role of the DSMC be brought in line with the requirements of Key Roles and Responsibilities of Church Office Holders and Bodies (October 2017) in relation to the Cathedral?				
5.5.1 Theological Leadership				v

What can the Dean do to share and embed positive public messages about the importance of safeguarding and its integral place in Cathedral life?				√
5.5.2 Strategic Leadership				
What role might the CSC play in developing a more strategic approach to embedding safeguarding at the heart of the Cathedral's ministry?				√
How might the Chapter develop its leadership role in relation to safeguarding children and vulnerable adults?				√
Operational leadership and management				
How might the Chapter build a resilient operational safeguarding system which supports but is not entirely dependent on the individuals within it for its effectiveness?				√
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How might the Chapter satisfy itself that the various documents and other public information all convey a consistent message about safeguarding?				√
5.5.4 Culture				
How might the Cathedral develop its culture to put the welfare of victims and survivors at the centre, with less emphasis on responses which are focused on reputational issues and the welfare of persons who pose a risk to others?				√
How might a formal communications plan assist the Dean and Chapter in developing a positive culture where safeguarding is accepted as 'everybody's business'?				√