**SCIE Audit Action Plan**

**St Edmundsbury Cathedral Safeguarding Committee**

Diocesan Safeguarding Advisor (DSA) – Karen Galloway

Cathedral Safeguarding Officer (CSO) – Sarah-Jane Allison

Priest with Pastoral Charge for Safeguarding (Canon Pastor and Sub-Dean) – Matthew Vernon

Chapter Safeguarding Representative (CSR) – Barbara Pycraft

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| **Section** | **Question to Consider** | **Owner** | **Timescale** | **Action taken or response** |
| 3.1.1 – Precincts and Buildings | Consider introducing CCTV in the Cathedral | Cathedral Safeguarding Committee |  | This has been taken into consideration and the suggestion disregarded. |
| Consider what skills and knowledge staff and volunteers will require with the implementation of the inclusivity policy | Canon Pastor | Ongoing | Provide Training for staff and volunteers where appropriate. |
| Consider appointing an Inclusivity Champion | Canon Pastor | December 2019 |  |
| 3.1.2 – Vulnerable Adults | Explore methods of record keeping by the pastoral team to ensure records and information can be more easily retrieved whenever required | Canon Pastor | January 2020 |  |
| Consider the best way to both raise awareness about the incidence of domestic abuse and how those from the Cathedral community who are victims can be best supported | DSA | January 2020 |  |
| How to welcome LGBTQ+ minority groups of the community in Suffolk to the Cathedral, in light of the Inclusivity Policy, and rise (nationally) in hate crimes towards members of these communities | Canon Pastor | January 2020 |  |
| 3.1.3 - Children | How can all children involved in Cathedral life be made aware of who the lead people are for safeguarding in the Cathedral | CSO | January 2020 |  |
| How to ensure that the positive sense of a Cathedral community does not mean that there is automatic trust of adults by children simply because they are part of the community | CSO | January 2020 |  |
| 3.1.4 - Choir | Review the chaperoning arrangements to ensure the children are cared for by adults who have been appropriately recruited, checked and trained for the role | CSO | November 2019 | Implementation of new process to DBS check and provide C0 training to parent chaperones |
| 3.2 – Case Work (Including Information Sharing) | Introducing a record keeping system that all relevant people can access and input into when required | DSA  CSO | January 2020 |  |
| Reviewing the identified cases in line with the relevant Church of England guidance | DSA  CSO | August 2019 | Completed |
| Formulating an agreement between the Cathedral and the diocese about delivery of a safeguarding service by the diocese | Diocese and Cathedral | November 2019 | Completed |
| The Cathedral (and Diocese) to Ensure relevant guidance is followed for the risk assessment and formulation of any necessary safeguarding agreements of anyone who may pose a known risk to children, young people or vulnerable adults | DSA  CSO | January 2020 | Agree process |
| 3.4 - Training | Monitoring the reduction in hours of the new safeguarding trainer, either via Chapter and/or the DSAP, to ensure there is no negative impact on the delivery of safeguarding training for the Cathedral community | DSA  CSO | Ongoing  Review March 2020 |  |
| Review Diocesan Safeguarding Training Strategy 2017-2020 from the perspective of the needs of the Cathedral | CSO | Review Panel December 2019 |  |
| 4.1 – Policy, procedures and guidance | Revising the 2017 Vision and Strategy document to include safeguarding in a prominent way | Chapter | June 2020 |  |
| How to place the safeguarding information sheets in more prominent positions and how they can be made more eye-catching | CSO | August 2019 | Photographs added to posters and size increased to A3 for main noticeboards. |
| 4.2 – Cathedral safeguarding adviser and their supervision and management | Strengthening the advisory role of the DSA with the Cathedral by having regular (for example) quarterly meetings with the Cathedral safeguarding leads | CSO  Canon Pastor | October 2019 | New committee set up. Will meet quarterly. |
| 4.3 – Recording Systems and IT solutions | Developing secure shared electronic folders (or similar) in order that the Diocese can share safeguarding case information with those that need to have it in the cathedral | CSO  DSA | January 2020 | As above – 3.2 |
| 5.1 – Quality assurance | Further developing Chapter’s role in both monitoring and promoting safeguarding within the Cathedral community, in line with 5.2 of Key Roles and Responsibilities of Church Office Holders and Bodies Practice Guidance 2017 | Cathedral Safeguarding Team | January 2020 | Karen Galloway will look into the document: Key Roles and Responsibilities of Church Office Holders and Bodies Practice Guidance 2017. |
| Forming a Chapter subgroup on safeguarding to assist the above point | CSO  Canon Pastor | October 2019 | As above – 4.2 |
| How can the whole Cathedral community, particularly children and young people, be included in feedback about safeguarding? | Cathedral Safeguarding Committee | June 2020 | Follow up previous work by gaining feedback from children and young people. |
| 5.2 – Complaints about the safeguarding service | The need to develop a complaints process that relates to safeguarding, to be incorporated in the main complaints procedure | CSO | January 2020 |  |
| 5.3 - Whistleblowing | Updating the whistleblowing policy with contact information of external whistleblowing organisations, and ways in which the policy can be accessible to staff | CSO | January 2020 |  |
| 5.4 – Diocesan safeguarding advisory panel | How DSAP can undertake a clear quality assurance role in casework, in order that it, and the Cathedral, can consider any information and themes arising such as the relevant guidance not being followed | DSAP/DSA | December 2020 | Diocese Post Case Review 2 |
| 5.5 – Leadership and Management | How to incorporate safeguarding into the Inclusivity Policy and 5 a day | CSO | January 2020 | Review Policy |
| Incorporating safeguarding into Chapter member’s role profile | CSO | August 2019 | Safeguarding added into the Chapter role description. |
| How might the Chapter and the Cathedral clergy’s strategic leadership role be strengthened? The auditors have suggested the establishment of a safeguarding sub-group, incorporating safeguarding into key strategies etc | Chapter | Ongoing | Safeguarding is an agenda item at all Chapter meetings and incorporated into the strategy meetings and included on the Cathedral’s risk register. |
| 5.5.3 – Operational leadership and management | Reconsider the title of the Canon Pastor as the lead for pastoral care, to include safeguarding | Canon Pastor  CSO |  | This has been taken into consideration and the suggestion disregarded. |
| 5.5.4 - Culture | How to incorporate the “thinking the unthinkable” into the positive culture of a sense of community, trust and everybody knowing everybody | Cathedral Safeguarding Committee | Ongoing | Training/Permission to raise concerns. |