**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).

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**Recognition, 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.

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**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.