Recognising, Assessing and Managing Risk

- Follows “Safer Recruitment and People Management” House of Bishops’ guidance.
- Discusses safeguarding understanding in individual reviews and/or supervision meetings.
- Provides 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 and volunteer meetings.
- 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).
- Has an oversight of how well risk is managed for all church activities across the diocese.
- 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 an oversight of the safeguarding risks that are associated with the layout of church buildings within the diocese (e.g., access to toilets and potential blind spots).

Prevention

- Fosters and promotes a safe and healthy culture.
- Has effective collaboration between those in the safeguarding team and other internal departments.
- Has a functional DSAP to provide effective safeguarding oversight and challenge.
- Explores the competence in safeguarding understanding and behaviour of candidates applying for the ‘Diocesan Secretary’ (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 when undertaking cathedral and parish visitations, reviews, audits 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.

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.

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 those in the safeguarding team, and those in safeguarding roles across the diocese, attend induction programmes, and are well supported, both within their setting and with others in safeguarding roles.
- Has DSOs that receive supervision from an appropriately experienced and trained supervisor, using a nationally agreed supervision model.
- Has DSOs that develop their expertise and application of the latest developments in safeguarding.