



SAFEGUARDING POLICY STATEMENT

Version No	Date approved	Date for review	By whom
1.0	March 2018	March 2019	Chapter
2.0	March 2019	December 2020	Chapter
3.0	January 2021	January 2022	Chapter
4.0	January 2022	January 2023	Chapter
5.0	January 2023	January 2024	Chapter
6.0	February 2024	February 2025	Chapter

This policy applies to all people who worship or work (in an employed or voluntary capacity) with, or in the vicinity of, children or vulnerable adults at Worcester Cathedral. It applies to all activities that are under the direct control of the Cathedral or the businesses that it manages directly.

We expect that people who live and work on the cathedral estate eg tenants or residential occupiers, or people hiring the cathedral premises, would endorse the content of this policy.

1. Protecting Children and Young People

1.1 The Chapter is committed to and will champion the protection of children and young people both in society and in its own community.

1.2 It fully accepts and endorses the principle enshrined in the Children Act 2004, that the welfare of the child is paramount. It will implement the House of Bishops' Safeguarding Policies 'Protecting All God's Children' and 'Promoting a Safe Church'. It will work within the procedures laid down by the Diocese of Worcester (www.cofe-worcester.org.uk).

1.3 In its work with children and young people under the age of 18, the Cathedral will follow good practice, whereby there will always be at least two adults present, who have been checked by the Disclosure and Barring Services (DBS), unless specifically covered by other policies. This includes both activities on the Cathedral site and on authorised tours and visits.

1.4 It will follow the current Church of England Safer Recruitment guidance for the appointment of all clergy, staff and volunteers. It will ensure that clergy, paid staff and volunteers, who work with children and young people, have an up to date DBS check and receive appropriate ongoing safeguarding training. Codes of Conduct for the different groups will also be provided and kept up to date along with risk assessments where necessary.

1.5 It will work with statutory bodies, voluntary agencies and other faith communities to promote the safety and well-being of children and young people.

1.6 It is committed to acting promptly whenever a concern is raised about a child or young person who may have been harmed or is in danger or at risk from the behaviour of an adult.

1.7 It will fully cooperate with the appropriate statutory bodies in any investigation into allegations concerning a member of the Cathedral Community. It will

immediately inform the statutory agency of any suspected criminal offences or concerns that it is made aware of in respect of its contact with children.

1.8 It will offer informed pastoral care to any child or young person who has suffered abuse and provide them with details of local and national support agencies, including the Safe Spaces initiative for anyone who feels they have been affected by church related abuse <https://www.safespacesenglandandwales.org.uk/>

1.9 Congregations and communities may include people who have offended in a way that means they are a continuing risk to vulnerable people. The risks will be managed sensitively with the protection of adults and children paramount within any agreement reached with the Diocesan Safeguarding Adviser.

Safeguarding Vulnerable Adults

2.1 The Chapter is committed to encouraging an environment where all people and especially those who may be vulnerable for any reason are able to worship and pursue their faith journey with encouragement and in safety. Everyone, whether they see themselves as vulnerable or not, will receive respectful pastoral ministry.

2.2 It will carefully select and train ordained ministers, paid workers and volunteers involved in any pastoral ministry, using the Disclosure and Barring Services when legal or appropriate to check the background of each person as outlined in the diocesan procedures. Those involved in pastoral ministry will receive training and continuing support.

2.3 Any allegations of mistreatment, abuse, harassment or bullying will be responded to without delay.

2.4 Sensitive and informed pastoral care will be offered to anyone who has suffered abuse, including support to make a complaint if so desired and also help to find appropriate specialist care either from the church or secular agencies.

2.5 Congregations and communities may include people who have offended in a way that means they are a continuing risk to vulnerable people. The risks will be managed sensitively with the protection of adults and children in mind within any agreement reached with the Diocesan Safeguarding Adviser.

3. Contacts

3.1 If anyone feels a child, young person or vulnerable adult are at immediate risk or danger they should act immediately. You should take the shortest route to the Cathedral Safeguarding Lead or to the Diocesan Safeguarding Adviser, who will make a referral if needed. In the event that they are not available then individuals who have a concern or who have received a disclosure should make contact with the appropriate authority as stated at the end of the policy.

3.2 The Safe Spaces initiative will be actively promoted for anyone who feels they have been affected by church related abuse
<https://www.safespacesenglandandwales.org.uk/>

3.3 If anyone has concerns about safeguarding in general or a specific situation they should contact one of the following people:

The Cathedral's nominated Safeguarding Lead is:

Matthew Hall
Chief Operating Officer
01905 732907/07758 906694

The Safeguarding Adviser for the Diocese of Worcester is:

Hilary Higton	Assistant: Delia Stokes
07495 060869	07376 374380

Out of hours contact details

Police 999 in an emergency

Social Care Worcestershire: 0845 607 2000 (01905 768020 out of hours)

Date last reviewed: February 2024 Date of next review: February 2025

Signed.....

The Revd Canon Dr Stephen Edwards, Interim Dean of Worcester

Date: 22nd February 2024