

# Blackburn Cathedral Safeguarding Improvement Plan 2025-26



BLACKBURN  
CATHEDRAL

Our plan for a Cathedral community where people can flourish in safety

Our Objectives	Oct-Dec 2025 Actions	Jan-Mar 2026 Actions	Apr-Jun 2026 Actions	Jul-Sep 2026 Actions	Oct-Dec 2026 Actions	Our Outcomes
<p><b>Our objectives are to meet the five Church of England National Safeguarding Standards:</b></p> <ol style="list-style-type: none"> <li>1. Culture, leadership and capacity</li> <li>2. Prevention</li> <li>3. Recognising, assessing and managing risk</li> <li>4. Victims and survivors</li> <li>5. Learning, supervision and support</li> </ol>	<p>Establish a Safeguarding Improvement Board</p> <p>Appoint a Chapter safeguarding lead</p> <p>Partner with the Diocese safeguarding team and employ a Cathedral Safeguarding Adviser</p> <p>Produce a communication plan</p> <p>Update the reporting concerns procedure and promote its use</p>	<p>Review safeguarding governance arrangements</p> <p>Establish Cathedral Safeguarding Advisory Panel in collaboration with the Diocese</p> <p>Review and update the risk register</p> <p>Introduce a digital HR platform to consolidate recruitment and training records</p> <p>Review and update volunteer role descriptions to clearly state DBS requirements and level</p>	<p>Develop a learning partnership with another Cathedral</p> <p>Hold governance development sessions</p> <p>Engage with external support groups with safeguarding expertise</p> <p>Rolling training programme for Chapter, staff and volunteers</p>	<p>Publish an annual report</p> <p>Assess benefits of shared support services with the Diocese</p> <p>Review all publications and communications for accuracy and consistency</p>	<p>Expand CCTV in the Cathedral</p> <p>Improve provision for victims and survivors</p> <p>Increase support to church officers facing allegations or complaints</p>	<p><b>In the Cathedral community:</b></p> <p>Safeguarding has become everyone's responsibility</p> <p>We have become a learning and listening community</p> <p>We have robust systems in place for safe recruitment, training and managing concerns</p> <p>Chapter Trustees are fulfilling their governance responsibilities</p> <p>We continue to improve</p>