

Blackburn Cathedral Safeguarding Improvement Plan 2025-26

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>As a Charity we:</p> <p>Protect people from undue harm</p> <p>Make sure people can raise safeguarding concerns</p> <p>Handle allegations or incidents</p> <p>Respond, including reporting to the relevant authorities</p> <p>We will implement the five Church of England National Safeguarding Standards:</p> <ul style="list-style-type: none"> • Culture, leadership and capacity • Prevention • Recognising, assessing and managing risk • Victims and survivors • Learning, supervision and support 	<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>In the Cathedral community:</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>