



**BLACKBURN
CATHEDRAL**

Blackburn Cathedral

Safeguarding Policy

Blackburn Cathedral, in all aspects of its life, ministry and work, is committed to the protection of all, especially children, young people and vulnerable adults.

The Cathedral will:

1. Adopt 'Promoting a Safer Church' (2017) and all Policy and Practice Guidance published by the House of Bishops.
2. Adopt the Five National Safeguarding Standards (2024):
 - Culture, Leadership and Capacity
 - Prevention
 - Recognising and Managing Risk
 - Victims and Survivors
 - Learning, Supervision and Support
3. Implement procedures for the effective management of all safeguarding matters at the Cathedral including Safer Recruitment and People Management.
4. Establish and follow a framework of responsibility and accountability for the governance and management of safeguarding at the Cathedral.

The role of Chapter is to:

1. Adopt, publish and oversee the implementation of this Policy.
2. Establish a Cathedral Safeguarding Management Group; review and approve the Terms of Reference and receive regular minutes of meetings and reports.
3. Include Safeguarding as a standing item at all formal meetings of Chapter.
4. Appoint suitably qualified people to the following roles: A Designated Safeguarding Lead for the Cathedral; a Safeguarding Officer; a minimum of two Safeguarding Coordinators.
5. Adopt a Memorandum of Understanding with the Diocese of Blackburn.
6. Complete, as individuals, the appropriate Safeguarding learning and development and keep updated on new standards and guidance.
7. Ensure the appropriate information and notices are displayed in the Cathedral and on the website.
8. Ensure the secure storage of records.
9. Ensure there is appropriate insurance cover for the Cathedral and its work.

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Other policies:

The Cathedral has other policies which support this Safeguarding Policy.

Associated Policies:

1. Whistleblowing Policy
2. Anti-bullying Policy
3. Complaints Policy
4. Photography, Recording and Social Media Policy
5. Privacy Policy
6. Lone Working Policy

Policy reviewed: September 2024

Next review date: September 2025

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Appendices

1. The Cathedral's framework for governance and management, including Terms of Reference for the Cathedral Safeguarding Management Group and relevant job descriptions.¹
2. The Low Level Concern Policy.
3. The National Safeguarding Standards Cathedral Workbook June 2024.
4. The Memorandum of Understanding between the Cathedral Chapter and The Diocese.
5. Cathedral Procedures:
 - I. Reporting a Concern
 - II. Responding to, assessing and managing safeguarding concerns or allegations²
 - III. Learning and Development Pathways
 - IV. Volunteer Agreement
 - V. Confidential Disclosure
 - VI. Risk Assessment
 - VII. Requirements and Guidance for Cathedral groups
 - VIII. Safeguarding as part of an agreement or contract to hire the Cathedral
 - IX. Storage of Records.³

¹ Key Roles and Responsibilities of Church Office Holders and Bodies. Practice Guidance 2017.

² Responding to, assessing and managing safeguarding concerns or allegations against church officers. Practice Guidance 2017.

³ "Chapter & Verse" Guidance for cathedrals.
