



## Safeguarding News and Update

## Creating a Safe Cathedral

JOYFULLY PROCLAIMING THE LOVE OF GOD THROUGH WORSHIP, OUTREACH, WELCOME AND CARE

NEWS

## Thank you, again, for all that you already do to keep Ely Cathedral a safe place...

In the last 12 months there have been huge changes in the way the Church of England responds to safeguarding in terms of policy and practice. As part of the Church of England, and Diocese of Ely, Ely Cathedral has affirmed and accepts the guidance from the Church of England and this is now being embedded in the life of the Cathedral. This means safeguarding will now have a higher profile and there are greater expectations in terms of recruitment, training and outworking of our safeguarding policy. This represents a step-change in the church's approach and in Ely it will affect everyone who volunteers or works at the cathedral.

The Archbishop of Canterbury has recently commented on the issue of Safeguarding that *'There has to be a complete change of culture and behaviour' in how we approach it*.



He goes on to say that there is a profound theological point to reflect upon. *'We are not doing all this, we are not seeking to say how devastatingly, appallingly, atrociously sorry we are for the great failures there have been, for our own sakes, for our own flourishing, for the protection of the church. But we are doing it because we are called to live in the justice of God, and that we will each answer to Him for our failures in this area. And that accountability is one that we must take with the utmost seriousness'*.

As a Cathedral we follow recommended safeguarding practice in recruiting, training and supporting our ordained and lay ministers, our employees and our volunteers. We work closely with the Diocese of Ely, Police and Social Care in order to protect people from harm. We will co-operate fully with any enquiries and will respond quickly to any complaints.

We regularly review and update our safeguarding policy in consultation with the Diocese of Ely, and following the advice of the Church of England, and we welcome comments from those using our services on how we could improve our awareness and safeguarding practices.

The latest Cathedral Safeguarding Policy (2016) can be downloaded from the Cathedral website, just go to the **Safeguarding Button** at the top of the homepage. More detailed information and advice can be found on the Diocesan Website and their safeguarding pages.

## Q&A What is a DBS

### Check and who needs it?

The Disclosure and Barring Service (DBS) helps employers make safer recruitment decisions and prevent unsuitable people from working with vulnerable groups, including children. It replaces the Criminal Records Bureau (CRB) and Independent Safeguarding Authority (ISA). The DBS is an executive non-departmental public body of the Home Office. The Government's intention is to reduce the need for criminal records checks and to scale them back to what they describe as *common sense levels*.

Within the cathedral, and in consultation with the diocese, people who are working in regulated activity with children or adults who may at risk of abuse or neglect will be required to have a DBS check before being appointed. Ely Cathedral processes all DBS checks through the Diocese of Ely. If a role does not involve working with children or adults in this way, a check will not be required but safer recruitment procedures will still be followed and safeguarding training expected to be undertaken.

People with roles within the church, supervised or unsupervised, are often seen as trustworthy, being in positions of trust.

It is acknowledged that roles within the church can often change from being casual, with little contact with children and vulnerable adults, to a role of significant contact due to illness, holiday cover or changes in the number of volunteers. We are implementing a new system whereby changes in role are closely monitored.

A list of roles which require a DBS check can be found in the Cathedral Safeguarding Policy and this is regularly reviewed in consultation with the Diocese.

## Online- Safeguarding Training

The Church of England has developed on-line basic safeguarding awareness training (Co). This is now to be used for all new volunteers and staff members. It is the expectation that this training will be required before people start working at the cathedral whether in a voluntary or paid capacity, followed by further training if their role requires it.

## Staying safe online

Online abuse, scams, trolling and cyber-bullying are growing problems in the workplace and amongst adults, children and young people. Childline and the NSPCC have dedicated webpages exploring e-safety for children and parents, looking at security, sharing information and use of social media.

## Cathedral Safeguarding Group

The **Cathedral Safeguarding Group** meets 1-2 times a year to review safeguarding policies and procedures across the cathedral, in consultation with the Diocese of Ely, and external advice and expertise. If you have a general operational issue or concern relating to Safeguarding that you would like to be discussed please get in touch with Vicky Johnson [v.johnson@elycathedral.org](mailto:v.johnson@elycathedral.org)

## SAFEGUARDING THINGS TO REMEMBER

- Treat everyone with respect, setting a positive example for others
- Respect personal space and privacy
- Ensure any actions cannot be misinterpreted by someone else
- Challenge unacceptable behaviour
- Do not put anyone, including yourself, in a vulnerable or compromising situation.
- Do not have inappropriate physical or verbal contact with others.
- You must not keep allegations or suspected abuse secret

## New Church of England Safeguarding Training Framework

The Church of England has now developed a new safeguarding training framework which is currently being rolled out across the whole church nationally. The new training is standardised across diocese, parishes and cathedrals and will be tailored to the role that any church volunteer or employee is undertaking.

Safeguarding Training needs to be renewed every three years (*or when someone is taking on a new role which requires a different level of training*). In Ely Cathedral this will happen as part of a rolling program as people take up a position or when existing staff and volunteers are due for updates. Every new member of staff and every volunteer will be required to complete Co, a basic Safeguarding awareness course which can be done online.

Thereafter, depending on their role or job description further training may be required if they have responsibility or contact with children, young people or adults who may be vulnerable or at risk.

### NEW TRAINING FRAMEWORK

#### Co Basic Awareness

For anyone who needs basic level of safeguarding awareness. All staff and volunteers. Available online.

#### C1 Foundation Level

For anyone who has safeguarding responsibilities or who has contact with children, young people and/or adults who may be vulnerable.

#### C2 Leadership

Required for anyone who has safeguarding leadership responsibilities or responsibility for leading activities involving children, young people, and/or adults who may be vulnerable.

#### C3 Clergy & Lay Ministers

Required for those holding a licence, commission, authorisation, or permission to officiate from a Bishop- Ordained and Lay.

#### C4 Senior Staff

Required for Senior Staff/Clergy who have key roles in safeguarding policy, strategy and practice

The Training Framework exists as part of the Cathedral's Safer Recruitment Policy and will be linked with recruitment,

induction and training for all Volunteers and Members of staff.

This means that we must conduct appropriate interviews, take up references, and ensure that the volunteer or staff member are suited to the role they are taking on and understand the expectations of that role. Importantly, new volunteers or staff **should not begin work** until the appropriate Safeguarding Checks have been carried out and Co has been completed. Some volunteers and staff members will be required to have a DBS check if they are engaged in regulated activity with children, young people or adults who may be vulnerable.

**All volunteers and staff** will be required to complete a **Confidential Declaration Form** and references **must** be obtained before starting. These have to be **renewed every 5 years**. Please do cooperate if your Confidential Declaration form needs to be renewed. We have been advised by the Diocese that anyone who refuses to complete or renew this form, should not continue in their role.

If you are unsure just get in touch and we will be happy to help. **The Cathedral Safeguarding Administrator is Andrew Dunn** Tel: 660320  
email: [A.Dunn@elycathedral.org](mailto:A.Dunn@elycathedral.org)

## Who can I talk to at the Cathedral?

Designated Safeguarding Persons at Ely Cathedral



**Victoria Johnson** (Cathedral Clergy, Safeguarding Co-ordinator).  
Telephone 01353 660302  
Email: [v.johnson@elycathedral.org](mailto:v.johnson@elycathedral.org)



**Jessica Martin** (Cathedral Clergy).  
Telephone 01353 660304  
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**Stephen Bourne** (Cathedral Administrator, Non-Clergy)  
Telephone: 01353 660308  
Email: [s.bourne@elycathedral.org](mailto:s.bourne@elycathedral.org)



**Jan Payne** (Cathedral Licensed Lay Minister, Non-Clergy)  
Telephone: 07780 674563  
Email: [J.Payne@elycathedral.org](mailto:J.Payne@elycathedral.org)



## Who can I talk to outside the Cathedral?

**Safeguarding Officer for the Diocese of Ely** Sarah King, Tel: 01353 652735 Email: [sarah.king@elydiocese.org](mailto:sarah.king@elydiocese.org)

**Safeguarding Advisor for the Diocese of Ely**  
Rebecca Boswell Tel: 01353652731  
Email: [rebecca.boswell@elydiocese.org](mailto:rebecca.boswell@elydiocese.org)

**NSPCC** Telephone: 0800 800 5000

**Cambridgeshire Children's Social Care**  
Telephone: 0345 045 5203

**Cambridgeshire Constabulary** Telephone: 111 (in an emergency call 999)

**Police Child Abuse Investigation Unit** Telephone: 101  
**Dial 999 in an emergency**

**Women's Aid and Refuge National Helpline (24 hr)**  
Telephone: 0808 2000 247

**Stop it now/Lucy Faithful Foundation** Confidential advice  
(for an adult worried about their own behavior or another's behavior).  
Telephone 0808 1000 900

