



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

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'.*

## Q&A

### What is the Cathedral Safeguarding Group?

The purpose of the group is to manage Safeguarding arrangements in the Cathedral within the framework of the House of Bishops' Policy on safeguarding children and the vulnerable and to ensure that the highest standards of safeguarding are being met by:

- making sure that appropriate policies and processes including Safer Recruitment are in place and are being rigorously implemented;
- monitoring and auditing policy and practice of the same across the wider Cathedral community, working with and learning from King's Ely School who have their own safeguarding processes in place;
- assessing and managing risk through the development of a risk and issues register on safeguarding;
- developing and managing an action plan to address the issues raised;
- developing and monitoring key performance indicators of activity; and
- sharing best practice with the Diocese of Ely, King's Ely and other relevant safeguarding bodies.

### Cathedral Safeguarding: *Your Pocket Guide*

Pick up your pocket guide to Safeguarding now. Available from the Admission Desks or Chapter Office.



At Ely Cathedral we take Safeguarding extremely seriously. 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 practice.

The Cathedral Safeguarding Group is chaired by **Jon Chapman**, an experienced Safeguarding Professional with a track record of success in Safeguarding Management for children and vulnerable adults, underpinned by over 30 years' service as a senior Police Officer. If you have a general operational issue or concern relating to Safeguarding that you would like to be discussed at the Safeguarding Group, please get in touch with [safeguarding@elycathedral.org](mailto:safeguarding@elycathedral.org)



## Safeguarding Training 2019

It now three years since the last whole Cathedral Safeguarding Training for all staff and volunteers. Most people will be required to update their training this year. The Church of England has developed on-line basic safeguarding awareness training Courses Co/1 which can be easily accessed but face-to-face sessions are available if needed. 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 and three year renewals. If you need help with accessing online training or would like to book onto a face-to-face session please email: [safeguarding@elycathedral.org](mailto:safeguarding@elycathedral.org)

## SCIE Safeguarding Audit 18-20<sup>th</sup> June 2019

The Church of England has commissioned an independent audit of cathedral arrangements for keeping people safe from harm and abuse. We realize there is a risk that the occurrence of audits is mistakenly taken up on social media or in the press as indicating the revelation of an abuse scandal in a particular cathedral. We want to provide clarity and reassurance that every cathedral in England will engage in this audit process. Bringing in 'fresh eyes' and safeguarding expertise in this way is standard good practice across all sectors. Its purpose is to proactively enable learning and improvement in how cathedrals individually and collectively keep people safe; it is not a response to something bad having happened here or elsewhere. Cathedrals nationally are taking part in this. Ely is being audited between 18-20<sup>th</sup> June 2019. The Social Care Institute for Excellence (SCIE), a leading improvement agency is conducting these safeguarding audits. Two SCIE auditors will be visiting each cathedral, for a visit lasting 2.5 or 3 days, depending on the size of the cathedral. As well as looking at safeguarding files, policies and training, they will meet with safeguarding professionals and key members of Chapter, including the Dean. There will be a number of focus groups including children, choristers, musicians, vergers, administration staff and clergy.

In addition, they are keen to hear from people who have direct experience of receiving help or trying to get help from cathedrals to keep themselves safe, or people who have sought safeguarding help from the cathedral on behalf of a friend or family member. So if you or someone close to you:

- ☑ Has been abused or mistreated by clergy or someone in a church-related role - be they lay or clerical, paid or volunteer
- ☑ Have approached the cathedral to talk about abuse or harm that happened in other places – for example in the family, at work, or in another organisation
- ☑ Has raised concerns about unsafe situations in the cathedral, where you've feared children or vulnerable adults may be at risk of harm or abuse
- ☑ Needed help to keep safe because circumstances - such as bereavement, relationship breakdown, redundancy, physical or mental ill health, drug or alcohol dependencies, physical disabilities, learning disabilities, old age, or emotional distress - led you to seek pastoral support from the cathedral
- ☑ Has needed to complain about how one of the above concerns was handled by the cathedral then the auditors would be interested in having a conversation with you, to talk about your experiences. The auditors want to hear from people with good and bad experiences of cathedral responses. You can be a lay person, clergy or lay Church officer. You can be a friend or family member, as well as people with first-hand experience. The kinds of questions the SCIE auditors will want to hear from you on are:
  - ☑ In what ways did the cathedral respond well to your situation and concerns?
  - ☑ In what ways did the response not meet your expectations?
  - ☑ Are there any lessons that you feel the cathedral should learn from your experience?

### 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

☑ What do you see as the top three most important things for making a cathedral a safe place for everyone, where the welfare and protection of all people is well tended to?

It is important to stress that the auditors will not be able to arbitrate on issues of dispute in particular cases. If you have first-hand experience of turning to someone in the cathedral for help to keep yourself or someone else safe, and would be willing to speak to the auditors, please contact the safeguarding adviser for your cathedral on 01353 652747. If you would prefer to remain anonymous, please contact SCIE directly on [learningtogether@scie.org.uk](mailto:learningtogether@scie.org.uk)

Either way, SCIE will arrange a time at your convenience to meet with the auditors. What you tell SCIE will be confidential and will not be shared with the cathedral except as part of an overall report which will absolutely not identify you. Thank you.

### Cathedral hosts Safeguarding Officers Summer Event

All Parish Safeguarding Officers, and partners, from across the Diocese of Ely are invited to attend the Evensong service in the Cathedral on the 11 June. The service starts at 5.30pm. This will be followed by refreshments served in the Lady Chapel at approximately 6.15pm. If you are unable to attend evensong please join us for refreshments. The service will pray and give thanks for the work of those involved in Safeguarding our Church and Cathedral Communities.

## Modern Slavery—Training

The Clewer Initiative, the Church of England's response to modern slavery, recently created two online safeguarding courses specifically focussed on modern slavery. They are now available from the Church of England's safeguarding training portal.

The first course '*Modern Slavery and Human Trafficking 1*' is a general introduction to modern slavery, containing case studies which are relevant to congregations. The second '*Modern Slavery and Human Trafficking 2*' is a guide to good practice when dealing with vulnerable groups within churches and church social action projects which might be affected by modern slavery or exploitation. It explores the connections between established safeguarding practice and modern slavery to enable churches to apply their existing knowledge to situations they may encounter. Case studies within the resource have been taken from 'real life' situations. The courses have been designed to complement existing Church of England safeguarding practice. The courses are hosted on the Church of England safeguarding training portal. They are free to access and can be used as online training or adapted for a face to face training session. The courses are called 'Safeguarding & Modern Slavery' and can be found under 'Additional Resources'.



### Safeguarding Policy Statement

**In accordance with the Church of England Safeguarding Policy, Ely Cathedral is committed to safeguarding as an integral part of the life and ministry of the whole Church. Ely Cathedral is committed to:**

- Promoting a safer environment and culture.
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others.

Church of England Safeguarding Statement, Promoting a Safer Church (2017).

**The Cathedral will:**

- Create a safe and caring place for all.
- Have a named Cathedral Safeguarding Officer to work with the Dean and Chapter to implement policy and procedures.
- Safely recruit, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the Cathedral.
- Display in Cathedral premises and on the Cathedral website the details of who to contact if there are safeguarding concerns or support needs.
- Listen to and take seriously all those who disclose abuse.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops guidance, including notifying the Diocesan Safeguarding Adviser and statutory agencies immediately.
- Offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
- Care for and monitor any member of the Cathedral community who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.
- Ensure that health and safety policy, procedures and risk assessments are in place and that these are reviewed annually.
- Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.

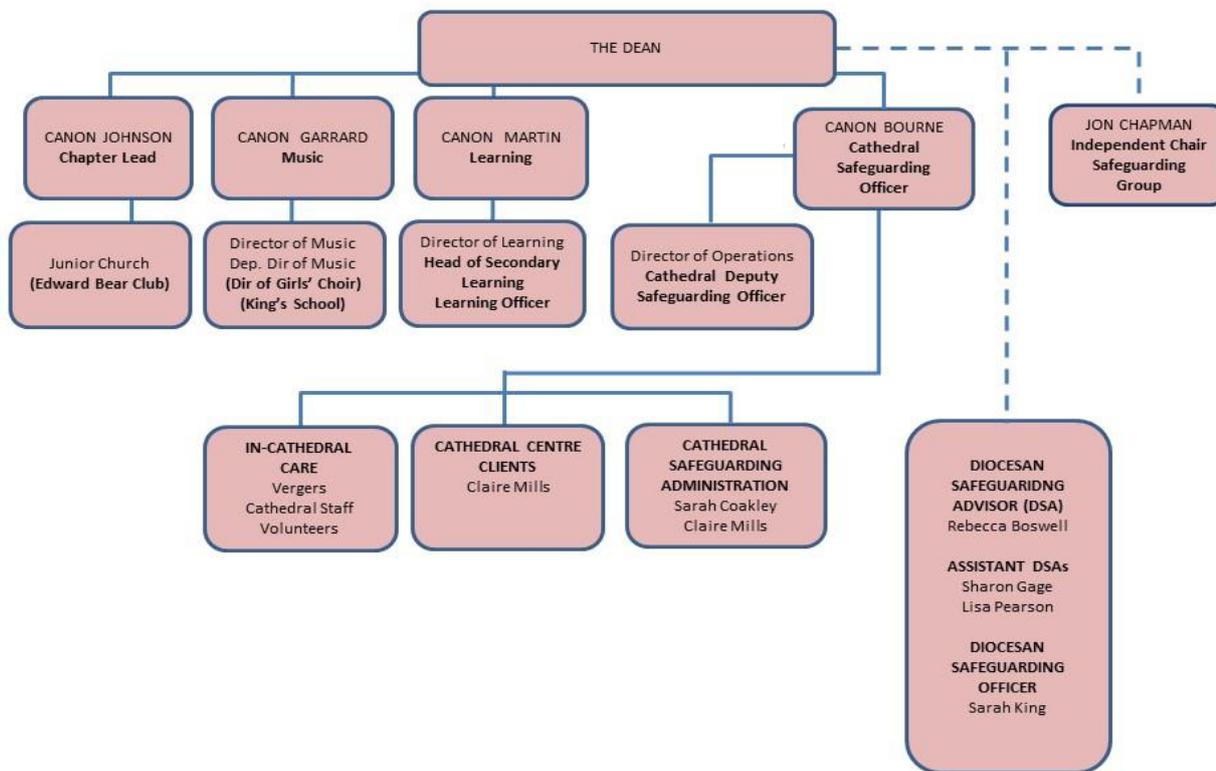
Every person who works or volunteers within this Cathedral community will agree to abide by this policy and the guidelines established by this cathedral in accordance with Church of England policy and practice.

**The New Cathedral Safeguarding Handbook (2019) is available on the Cathedral Website or can be requested from the Chapter Office in Hard Copy.**

## Who does what in Ely Cathedral in relation to Safeguarding?

Safeguarding is everyone’s responsibility but various people across the cathedral hold responsibility across various departments and activities. If you are unsure who to contact, anyone on the Contact List below will be able to help you.

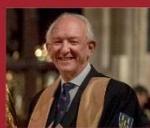
### ELY CATHEDRAL PRINCIPAL SAFEGUARDING RESPONSIBILITIES



#### Where to find help in the Cathedral



**The Dean**  
**The Very Revd Mark Bonney (Clergy)**  
 Tel: 01353 660316  
 email: m.bonney@elycathedral.org



**Cathedral Safeguarding Officer**  
**Canon Stephen Bourne (Non-Clergy)**  
 Tel: 01353 660308  
 email: s.bourne@elycathedral.org



**Deputy Safeguarding Officer**  
**Chris Flatman (Non-Clergy)**  
 Tel: 01353 660356  
 email: c.flatman@elycathedral.org



**Chapter Safeguarding Lead**  
**Canon Victoria Johnson (Clergy)**  
 Tel: 01353 660302  
 email: v.johnson@elycathedral.org



**Departmental Safeguarding Officer**  
**Music and Worship/King's Ely**  
**Canon James Garrard (Clergy)**  
 Tel: 01353 660335  
 email: j.garrard@elycathedral.org



**Departmental Safeguarding Officer Education & Learning**  
**Canon Jessica Martin (Clergy)**  
 Tel: 01353 660304  
 email: j.martin@elycathedral.org



**Cathedral Safeguarding Administrator**  
**Sarah Coakley (Non-Clergy)**  
 Tel: 01353 772135  
 email: s.coakley@elycathedral.org



**Diocesan Safeguarding Advisor**  
**Rebecca Boswell (independent of Cathedral)**  
 Tel: 01353 652731  
 email: rebecca.boswell@elydiocese.org



**Diocesan Safeguarding Officer**  
**Sarah King (independent of Cathedral)**  
 Tel: 01353 652731  
 email: sarah.king@elydiocese.org

If you are unsure who to ring, any of the people above will be able to help you.

#### Further help and guidance

- NSPCC** for adults concerned about a child - 0808 800 5000
- Childline** for children and young people - 0800 1111
- Action on Elder Abuse** helpline - 0808 808 8141
- 24-hour National Domestic Violence** helpline - 0808 2000 247
- NAPAC** offer support and advice to adult survivors of childhood abuse - 08088010331

- Stop It Now** preventing child sexual abuse - 0808 1000 900
- Cruse** bereavement helpline - 0808 808 1677
- Family Lives** support and advice on family issues - 0808 800 222
- MACSAS** for people who have been abused by church officers - 0808 801 0340
- Samaritans** for people struggling to cope and needing someone to talk to - 116 123