

Responsible Person	Canon Chancellor – Safeguarding Lead
Function	Safeguarding
Date Agreed	October 2023
Review Date	September 2024 (Annually)
Version No.	2
Supporting documents	<ol style="list-style-type: none"> 1. CofE Safeguarding Learning & Development Framework, (April 2021). 2. Rochester Cathedral (RC) Staff & Clergy Safeguarding Training Policy, (January 2022-25) 3. RC Volunteer Safeguarding Training Policy & Procedures, (January 2021-25) 4. RC Staff Recruitment & Selection Policy, (June 2023) 5. RC Volunteer Recruitment Policy, (October 2023) 6. RC Guidelines on Dealing with Missing Persons (November 2022) 7. King’s School Rochester Safeguarding and Child Protection Policy, (September 2022). 8. Procedures for the transfer and safeguarding of the Rochester Cathedral Choristers between King’s School Rochester and Rochester Cathedral, (September 2023)

SAFEGUARDING POLICY FOR CHILDREN AND VULNERABLE ADULTS

1. Introduction

- 1.1. RC is committed to ensuring it provides a safe and caring environment for all, including children and vulnerable adults who may be at risk of abuse and neglect. We aim to create safe environments within which our welcome to all is matched by proper and effective safeguards.
- 1.2. The Chapter of RC accepts and adopts in full the contents of CofE’s Safeguarding Policy for children, young people and adults, “Promoting a Safer Church” (July 2017). This includes the Safeguarding Policy Statement:

The CofE, its Archbishops, Bishops, clergy and leaders are committed to safeguarding as an integral part of the life and ministry of the Church.

Safeguarding means the action the Church takes to promote a safer culture. This means we will promote the welfare of children, young people and adults, work to prevent abuse from occurring, seek to protect those that are at risk of being abused and respond well to those that have been abused. We will take care to identify where a person may present a risk to others, and offer support to them whilst taking steps to mitigate such risks.

The Church of England affirms the 'Whole Church' approach to safeguarding. This approach encompasses a commitment to consistent policy and practice across all Church bodies, Church Officers and that everyone associated with the Church, who comes into contact with children, young people and adults, has a role to play.

The Church will take appropriate steps to maintain a safer environment for all and to practice fully and positively Christ's Ministry towards children, young people and adults; to respond sensitively and compassionately to their needs in order to help keep them safe from harm.

- 1.3 The Church of England safeguarding policy statement is based on **5 foundations** and offers **6 overarching policy commitments**:
- 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.
- 1.4 In addition, Chapter has adopted a number of local policies regarding the safeguarding arrangements in place between the Cathedral and the King's School, Rochester, laid out in the *Procedures for the transfer and safeguarding of the Rochester Cathedral Choristers between King's School Rochester and Rochester Cathedral*.

2. Scope

- 2.1. This policy applies without exception to all staff, clergy and volunteers at RC encompassing their work on or off cathedral premises.

3. Policy Principles

- 3.1. As the Governing Body, the Chapter of RC recognise that all clergy, staff and volunteers have a duty to protect children and adults who are at risk from abuse, neglect and exploitation in the Cathedral and/or when RC personnel are working/performing off site.
- 3.2. Appropriate action will be taken to minimise these risks. Chapter is committed to welfare and protection, and this sits at the heart of our policy and procedures, alongside putting victims and survivors of abuse first.
- 3.3. Chapter is mindful of the legislation and CofE guidance which safeguards the welfare of children and vulnerable adults who are at risk from harm, in order to create and continually develop an environment which safeguards and promotes the welfare of children and adults at risk, Chapter has:

- employed a Cathedral Safeguarding Officer, an experienced paid member of staff, to have professional oversight of all safeguarding matters.
- appointed the Canon Chancellor as Chapter's Safeguarding Lead.
- established a Cathedral Safeguarding Committee (once the new C&S are in force) to provide oversight and challenge of the Cathedral's safeguarding measures.
- representation on the Diocesan Safeguarding Executive Committee (SEC) and the Diocesan Safeguarding Advisory Panel (DSAP) and presents an annual report on safeguarding to the Bishop of Rochester.
- ensured that safe recruitment procedure and practice is followed in checking the suitability of clergy, staff and volunteers to work with children and adults at risk by using DBS checking procedures.
- ensured that safeguarding issues are covered at induction and regularly thereafter for all clergy, staff and volunteers, according to the assessed need.
- ensured that clergy, staff and volunteers are alert to the risks of abuse and indicators of harm and receive appropriate training.
- ensured that clergy, staff and volunteers are made aware of the Cathedral's safeguarding arrangements and their own responsibilities for referring any concerns to the Cathedral Safeguarding Officer and/or Chapter's designated Safeguarding Lead.
- ensured that relevant safeguarding cases are reported to the Diocesan Safeguarding Officer.
- ensured that all clergy, staff and volunteers are trained in safeguarding and that their training remains extant in accordance with our safeguarding training policies.
- ensured that all serious safeguarding incidents are reported in accordance with the House of Bishops Guidance, and when the Cathedral becomes a charity, reports will also be submitted to the Charity Commission.
- committed to ensuring that the voices of victims and survivors are heard and their concerns treated as paramount
- embraced the Church of England's Responding Well: A guide to support for victims and survivors of church-based abuse

4. Serious Safeguarding Incidents

4.1. In addition to the above, once the Cathedral has adopted its new Constitution and Statutes, three months after that the Cathedral will be brought within the jurisdiction of the Charities Act 2022 and the Charity Commission. The Cathedral, as well as reporting serious safeguarding incidents to the relevant agencies, will also submit a report to the Charity Commission in accordance with the guidance set out in the 'Guidance for Cathedral Chapters: Identifying Safeguarding Serious Incidents and Reporting to the Charity Commission (published by the House of Bishops dated 1 January 2022)'

P. J. Mesketh

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Date: