

## SAFEGUARDING DEVELOPMENT PLAN

2018 – 2021 (JAN 2019 UPDATE)

Our Safeguarding Development Plan picks up the six overarching policy commitments (themes) outlined in “Promoting a Safer Church”. It continues some of the priorities we set following our SCIE (Social Care Institute for Excellence) Audit in 2016 & combines them with priorities emerging from new ministries & models of Church. It includes our Cathedral. Where necessary, it picks up the key themes emerging from the Independent Inquiry into Child Sexual Abuse (IICSA).

Two themes which involve the whole Diocesan & Cathedral family are the focus of this plan. These are 1) Promoting a safer environment & culture, and 2) Safely recruiting & supporting. We have also included policy & procedures development as a final section.

The Plan is updated monitored on a quarterly basis by the DSAP (Diocesan Safeguarding Advisory Panel), by the Bishop’s Leadership Team & the Cathedral Chapter.

<u>Themes &amp; Actions</u>	<u>Who will do it with the DSA</u>	<u>Measures</u>	<u>Outcomes 2018</u>	<u>Progress 2019</u>	<u>Commentary</u>
<b>1. Promoting a safer environment &amp; culture</b>					
1a) <u>Deliver our training priorities:</u>					

<ul style="list-style-type: none"> <li>Promote &amp; ensure access to C0 (Awareness) on line</li> </ul>	Safeguarding Learning & Development Officer	Volunteers completing C0 on line (In 2017, 549 volunteers completed C0 on line)	In 2018, 696 volunteers completed C0 on line		
<ul style="list-style-type: none"> <li>Provide access to C0 face to face as required</li> </ul>	Safeguarding Learning & Development Officer	Volunteers completing C0 face to face	In 2018 we delivered C0 to 66 volunteers (4 parish groupings where internet access was an issue)		For some groups we will still have to deliver or support C0 face to face
<ul style="list-style-type: none"> <li>Promote &amp; ensure access to &amp; C1 (Foundation) training on line</li> </ul>	Safeguarding Learning & Development Officer	Volunteers completing C1 on line	In 2018, 331 volunteers completed C1 on line		For some groups we will still deliver C1 face to face
<ul style="list-style-type: none"> <li>Provide access to C1 face to face as required</li> </ul>	Safeguarding Learning & Development Officer	Volunteers attending C1 (In 2017 we delivered C1 to 592 people face to face in the diocese & to 61 in the Cathedral)	In 2018 we delivered C1 to 694 people face to face in the diocese & to 16 in the Cathedral. We delivered a bespoke Foundation to 12 Opshop workers		We expect this to reduce as C1 is taken up on line, although face to face training will remain an option when joint delivery with the Methodist

					Church is required
<ul style="list-style-type: none"> <li>Recruit volunteer trainers to support our Safeguarding &amp; Learning Devt. Officer</li> </ul>	Safeguarding Learning & Development Officer	A volunteer trainer in place in each Archdeaconry	This is a new target for 2019		
<ul style="list-style-type: none"> <li>Work with the Cumbria Methodist District to jointly commission &amp; deliver C0/C1 &amp; Foundation &amp; Foundation Refresher training in emerging Mission Communities</li> </ul>	Safeguarding Learning & Development Officer	Joint proposal made to Diocese & District for national consideration Summer 2019	This is a new target for 2019		
<ul style="list-style-type: none"> <li>Deliver C2 to local lay leaders</li> </ul>	Safeguarding Learning & Development Officer	Volunteers attending C2 (In 2017 we delivered C2 to 165 people face to face)	In 2018 we delivered C2 to 274 people face to face in the diocese & to 34 in the Cathedral		
<ul style="list-style-type: none"> <li>Deliver C3 level training to Readers</li> </ul>	Safeguarding Learning & Development Officer	Readers attending C3 level training	In 2018, we delivered a bespoke package to 75 Readers		Most Readers attended this or previous years' qualifying training (a condition of re-licencing under the

					Quinquennial Review)
<ul style="list-style-type: none"> <li>Deliver C3 level training to clergy who require it</li> </ul>	Safeguarding Learning & Development Officer	Clergy who require it who attend C3 (In 2017, 85 clergy attended)	In 2018, 32 clergy attended C3		Between 30 & 35 qualifying clergy are left to complete C3
<ul style="list-style-type: none"> <li>Deliver S3 on Responding to Domestic Abuse with ecumenical partners</li> </ul>	Safeguarding Learning & Development Officer	Updated course content agreed with partners in CTIC & scheduled for 2019 in the Spring training plan	This is a new target for 2019		We have tested delivery within the current CTIC framework & in an IME taster session
<u>1b) Listening to Children &amp; Young People</u>					
<ul style="list-style-type: none"> <li>Establish with the Network Youth Churches mechanisms to explore with young people how safe they feel in church settings &amp; when necessary what changes we might make</li> </ul>	Leaders NYC	Project established to start Summer 2019	This is a new target for 2019		

<ul style="list-style-type: none"> <li>Ensure that we consult children &amp; young people on how safe they feel at the Cathedral</li> </ul>	Canon Warden	Project established to start Spring 2019	This is a new target for 2019		
<u>1c) Maintain strong Safeguarding at the Cathedral</u>					
<ul style="list-style-type: none"> <li>Establish &amp; monitor the Action Plan following the SCIE Audit of the Cathedral</li> </ul>	Canon Warden	Plan in place & monitored by Cathedral Chapter & the DSAP	This is a new measure for 2019		Audit took place November 2018 – final report due by March 2019
<u>1d) Strengthen Safeguarding in our Parishes</u>					
<ul style="list-style-type: none"> <li>Ensure that each parish/group of parishes/mission community has a lay Parish Safeguarding Officer (PSO)</li> </ul>	Archdeacons	The number of parishes with an identified lay PSO	In 2018, 305 churchwardens were asked to confirm their parish had a lay PSO. 80% said yes & 5% said no		We measure this using the annual Archdeacons' Articles of Enquiry
<ul style="list-style-type: none"> <li>Ensure that each PCC receives at least</li> </ul>	Archdeacons Rural Deans	The number of parishes where	In 2018, 305 churchwardens were		We measure this using the annual

annually, & each APCM, receives a report on safeguarding in the parish		the PCC & APCM has received a report	asked to confirm a report was made to the PCC & APCM. 67% said yes & 11% said no		Archdeacons' Articles of Enquiry. The format for a report was not clear to some PCC's in 2018
<ul style="list-style-type: none"> <li>Ensure that each church displays the House of Bishops policy document, "Towards a Safer Church" &amp; has signposted visitors to the church to safeguarding support services</li> </ul>	Archdeacons Rural Deans	The percentage of churches subject to a Visitation where these can be seen	This is a new target for 2019		We shall measure this as part of the Archdeacons' triennial Visitations
<ul style="list-style-type: none"> <li>PSO's have regular opportunities to meet the DSA for consultation across the rural deaneries</li> </ul>	Archdeacons Rural Deans	A DSA drop in session is held at least annually in each deanery	This is a new target for 2019		In 2018 we held pilot sessions in Kendal, Windermere & Ulverston
<ul style="list-style-type: none"> <li>Focus on those parishes for whom no safeguarding training has been requested in the previous year</li> </ul>	Training & Development Officer	Parishes who have not requested any training	This is a new measure for 2019		

<b><u>Themes &amp; Actions</u></b>	<b><u>Who will do it with the DSA</u></b>	<b><u>Measures</u></b>	<b><u>Outcomes 2018</u></b>	<b><u>What are the Risks?</u></b>	<b><u>Commentary</u></b>
<b>2. Safely recruiting &amp; supporting those with responsibility relating to children, young people &amp; vulnerable adults</b>					
2a) <u>Rolling out Safer Recruitment Training (S1)</u>					
<ul style="list-style-type: none"> <li>• Make the training offer to Parish Safeguarding Officers (PSO's)</li> </ul>	Safeguarding Learning & Development Officer	The number of PSO's trained	This is a new measure for 2019		We held one pilot session in 2018
<ul style="list-style-type: none"> <li>• Deliver training for licenced clergy</li> </ul>	Safeguarding Learning & Development Officer	The number of licenced clergy trained	This is a new measure for 2019		We held one pilot session in 2018
2b) <u>Ensuring that DBS Checks are undertaken as part of Safer Recruitment</u>					

<ul style="list-style-type: none"> <li>Ensure that the number of DBS checks requested is in line with previous years</li> </ul>	Diocesan Secretary	The number of checks made (baseline 2017 = 436 checks undertaken)	In 2018 we undertook 598 checks – including PCC members & Readers seeking re-licencing		We expect this figure to reduce from 2020 if we can encourage volunteers to sign up for the Update Service
<ul style="list-style-type: none"> <li>Focus on those parishes where no DBS check has been requested in the previous year</li> </ul>		Parishes who have not requested a DBS check	This is a new measure for 2019		
<u>2c) Ensure that Parishes are progressing Safer Recruitment</u>					
<ul style="list-style-type: none"> <li>Parishes evidence that they are aware of the recruitment processes they need to have in place &amp; can show that they are progressing Safer Recruitment</li> </ul>	Archdeacons	The number of parishes subject to a Visitation where this can be evidenced	This is a new measure for 2019		We shall measure this as part of the Archdeacons' triennial Visitations

<u>Themes &amp; Actions</u>	<u>Who will do it with the DSA</u>	<u>Measures</u>	<u>Outcomes 2018</u>	<u>What are the Risks?</u>	<u>Commentary</u>
<b>3. Responding promptly to safeguarding concerns &amp; allegations</b>					
3a) <u>Ensuring that allegations against church officers are referred to the Police or LADO where necessary</u>					
<ul style="list-style-type: none"> <li>In all cases where necessary, allegations are referred to LADO or Police as laid down by practice guidance</li> </ul>	DSAP Case Sub Group	Number of allegations appropriately referred	In 2018 we received one serious allegation against a member of clergy & one against another church officer. Both were referred to the LADO as per the guidance		
<ul style="list-style-type: none"> <li>Ensure that all Safeguarding Agreements are reviewed within timescales</li> </ul>	DSAP Case Sub Group	Number of Agreements reviewed within timescales	During 2018 we had 11 continuing or new Agreements. 10/11 were reviewed within timescales		An approach to the offender whose review is out of timescale is being made with his Offender Manager

<b>4. Caring pastorally for abuse victims/survivors &amp; others affected by them</b>					
4a) <u>Put in place revised systems for Listening &amp; Counselling Support</u>					
<ul style="list-style-type: none"> <li>Review &amp; replace current arrangement for authorised listeners</li> </ul>	Bishop's Chaplain	New arrangements in place	This is a new target for 2019		We have found that where we have needed to support victims it has been better to commission a specialist counselling service from the outset
4b) <u>Learning from Case Reviews</u>					
<ul style="list-style-type: none"> <li>Share &amp; embed learning from reviews</li> </ul>	Bishop's Chaplain & Archdeacons	Cases reviewed & learning outcomes	This is a new measure for 2019		
<b>5. Caring pastorally for those who are the subject of abuse concerns or allegations &amp; others</b>					

<b>affected by them</b>					
5a) <u>Learning from Allegations &amp; Outcomes</u>					
<ul style="list-style-type: none"> <li>Sharing &amp; seeking to embed learning from reviews</li> </ul>	Bishop's Chaplain & Archdeacons	Cases reviewed & learning outcomes	This is a new measure for 2019		
<b>6. Responding to those who may pose a present risk to others</b>					
6a) <u>Making sure Safeguarding Arrangements are effective</u>					
<ul style="list-style-type: none"> <li>Safeguarding risk assessments are prepared for new Agreements and reviewed annually for continuing Agreements</li> </ul>	DSAP Sub Group	The number of risk assessments & risk management plans prepared for the first time or reviewed in the year	During 2018 we had 11 continuing or new Agreements. 10/11 were supported by up-to-date risk assessments		The outstanding risk assessment for a new Agreement in respect of a low risk offender was completed in January 2019
<b>7. Implementing new Policies &amp; Processes</b>					

7a) <u>E-Policies</u>					
<ul style="list-style-type: none"> <li>Updating our website to support e-policies</li> </ul>	Comms. Manager	We offer quick guides & access to key policies	In 2018 we revised & updated our website to reflect all the practice guidance issued prior to end 2017		The new national e-policy framework is expected in January 2019
7b) <u>Case Management</u>					
<ul style="list-style-type: none"> <li>Configuring a new electronic case management system</li> </ul>		System is in place & compliant	We had expected this in 2018		This will be commissioned nationally in early 2019