SAFEGUARDING DEVELOPMENT PLAN

2018 – 2021 (APRIL 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.

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

• Promote & ensure access to C0 (Awareness) on line	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		This will become the Basic Awareness training module when the training structure is revised & agreed in May 2019
• Provide access to C0 face to face as required	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 this training face to face. We will do this through locally recruited volunteers in each deanery
• Promote & ensure access to & C1 (Foundation) training on line	Safeguarding Learning & Development Officer	Volunteers completing C1 on line	In 2018, 331 volunteers completed C1 on line		This will become the Foundation training module when the training structure is revised & agreed in May 2019
• Provide access to C1 face to face as required	Safeguarding Learning & Development Officer	Volunteers attending C1 (In 2017 we delivered C1 to 592 people face to face in the	In 2018 we delivered C1 to 694 people face to face in the diocese & to 16 in the Cathedral. We		We expect this to greatly reduce as the Foundation module is taken up on line, although face to face training will remain an option for example when

		diocese & to 61 in the Cathedral)	delivered a bespoke Foundation to 12 Opshop workers		joint delivery with the Methodist Church is asked for
• Recruit volunteer trainers to support our Safeguarding & Learning Devt. Officer	Safeguarding Learning & Development Officer	A volunteer trainer in place in each Archdeaconry	This is a new target for 2019		Our current Safeguarding & LD Officer is moving on & we will progress this as part of the implementation of new Guidance
• Work with the Cumbria Methodist District to jointly commission & deliver C0/C1 & Foundation & Foundation Refresher training in emerging Mission Communities	Safeguarding Learning & Development Officer	Joint proposal made to Diocese & District for national consideration Summer 2019	This is a new target for 2019		We expect the new training Guidance to recognise the current Methodist Foundation & Leadership modules as equivalent to the Church of England Foundation & Leadership modules
• Deliver C2 to local lay leaders	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		During the transition into the new modules we have commissioned 10 x C2 sessions between May & end October
• Deliver C3 level	Safeguarding	Readers	In 2018, we		C3 will disappear &

training to Readers	Learning & Development Officer	attending C3 level training	delivered a bespoke package to 75 Readers	<td style="background:green"></td>	Readers will attend the new Leadership module. A plan has been agreed with the Warden of Readers
• Deliver C3 level training to clergy who require it	Safeguarding Learning & Development Officer	Clergy who require it who attend C3 (In 2017, 85 clergy attended)	In 2018, 32 clergy attended C3	<td style="background:green"></td>	C3 will disappear & clergy will attend the new Leadership module. A plan is agreed with the lead for IME for those entering training
• Deliver S3 on Responding to Domestic Abuse with ecumenical partners	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	<td style="background:orange"></td>	S3 will be reworked for on-line delivery at some point in 2019, but we remain committed to face to face training with partners
1b) <u>Listening to Children & Young People</u>					
• Establish with the Network Youth Churches mechanisms to explore with young	Leaders NYC	Project established to start Summer 2019	This is a new target for 2019	<td style="background:green"></td>	Meeting arranged with leaders of NYC for May 2019

people how safe they feel in church settings & when necessary what changes we might make					
• Ensure that we consult children & young people on how safe they feel at the Cathedral	Canon Warden	Project established to start Spring 2019	This is a new target for 2019		Clarity on this target awaits the agreed final report of the Cathedral SCIE audit
1c) Maintain strong Safeguarding at the Cathedral					
• Establish & monitor the Action Plan following the SCIE Audit of the Cathedral	Canon Warden	Plan in place & monitored by Cathedral Chapter & the DSAP	This is a new measure for 2019		The completion of an Action Plan awaits the agreed final report of the Cathedral SCIE audit
1d) Strengthen Safeguarding in our Parishes					
• Ensure that each parish/group of	Archdeacons	The number of parishes with an	In 2018, 305 churchwardens		We measure this using the annual Archdeacons'

parishes/mission community has a lay Parish Safeguarding Officer (PSO)		identified lay PSO	were asked to confirm their parish had a lay PSO. 80% said yes & 5% said no		Articles of Enquiry. We await the initial returns of the 2019 Articles. This requirement is emphasised in the 2019 questions
• Ensure that each PCC receives at least annually, & each APCM, receives a report on safeguarding in the parish	Archdeacons Rural Deans	The number of parishes where the PCC & APCM has received a report	In 2018, 305 churchwardens were asked to confirm a report was made to the PCC & APCM. 67% said yes & 11% said no		We measure this using the annual Archdeacons' Articles of Enquiry. The format for a report was clarified for PCC's in 2018. We shall receive an update from Archdeacons July 2019
• Ensure that each church displays the House of Bishops policy document, "Towards a Safer Church" & has signposted visitors to the church to safeguarding support services	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. To update July 2019
• PSO's have regular opportunities to meet the DSA for	Archdeacons Rural Deans	A DSA drop in session is held at least annually	This is a new target for 2019		We have begun to set dates for 2019

consultation across the rural deaneries		in each deanery		 	
• Focus on those parishes for whom no safeguarding training has been requested in the previous year	Training & Development Officer	Parishes who have not requested any training	This is a new measure for 2019	 	There will be a requirement in the revised training Guidance for parishes to prepare a schedule of volunteers with their training undertaken/required – to progress May/June
 					
Themes & Actions	**Who will do it with the DSA**	**Measures**	**Outcomes 2018**	**What are the Risks?**	**Commentary**
2. Safely recruiting & supporting those with responsibility relating to children, young people & vulnerable adults					
2a) Rolling out Safer Recruitment Training (S1)					
• Make the training offer to Parish	Safeguarding Learning &	The number of PSO's trained	This is a new measure for 2019	 	This target will change when the new training

Safeguarding Officers (PSO's)	Development Officer				Guidance is issued & this module is made available on line
• Deliver training for licenced clergy	Safeguarding Learning & Development Officer	The number of licenced clergy trained	This is a new measure for 2019		As above - this target will change when the new training Guidance is issued & this module is made available on line
2b) Ensuring that DBS Checks are undertaken as part of Safer Recruitment					
• Ensure that the number of DBS checks requested is in line with previous years	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. To report in July
• Focus on those parishes where no DBS check has been requested in the previous year		Parishes who have not requested a DBS check	This is a new measure for 2019		Given the requirement in the revised training Guidance for parishes to prepare a schedule of volunteers with their training undertaken we shall also ask that the safer recruitment of volunteers

					is recorded – to progress May/June
2c) <u>Ensure that Parishes are progressing Safer Recruitment</u>					
• Parishes evidence that they are aware of the recruitment processes they need to have in place & can show that they are progressing Safer Recruitment	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. See above - given the requirement for parishes to prepare a schedule of volunteers with their training undertaken we shall also ask that the safer recruitment of volunteers is recorded – to progress May/June

Themes & Actions	**Who will do it with the DSA**	**Measures**	**Outcomes 2018**	**What are the Risks?**	**Commentary**
3. Responding promptly to safeguarding concerns & allegations					

3a) <u>Ensuring that allegations against church officers are referred to the Police or LADO where necessary</u>					
• In all cases where necessary, allegations are referred to LADO or Police as laid down by practice guidance	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		We have not needed to refer any church officers to the LADO in 2019 but the LADO has referred church officers she has become aware of to us for assessment & monitoring
• Ensure that all Safeguarding Agreements are reviewed within timescales	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		Our 2019 reviews are underway & should be completed within timescale.
4. Caring pastorally for abuse victims/survivors &					

others affected by them					
4a) <u>Put in place revised systems for Listening & Counselling Support</u>					
• Review & replace current arrangement for authorised listeners	Bishop's Chaplain	New arrangements in place	This is a new target for 2019		The timescale for any revised recommendation from the Church nationally is unclear (the revision of "Responding Well..." guidance). To progress locally summer 2019
4b) <u>Learning from Case Reviews</u>					
• Share & embed learning from reviews	Bishop's Chaplain & Archdeacons	Cases reviewed & learning outcomes	This is a new measure for 2019		We are due to hold a review but when this will commence is reliant on other processes
5. Caring pastorally for those who are the subject of abuse concerns or allegations & others affected by them					
5a) <u>Learning from Allegations & Outcomes</u>					

• Sharing & seeking to embed learning from reviews	Bishop's Chaplain & Archdeacons	Cases reviewed & learning outcomes	This is a new measure for 2019		See above - we are due to hold a review but when this will commence is reliant on other processes
6. Responding to those who may pose a present risk to others					
6a)Making sure Safeguarding Arrangements are effective					
• Safeguarding risk assessments are prepared for new Agreements and reviewed annually for continuing Agreements	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		We have commenced the 2019 reviews
7. Implementing new Policies & Processes					
7a) E-Policies					

• Updating our website to support e-policies	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 now expected in June 2019 but there might be further slippage
7b) Case Management					
• Configuring a new electronic case management system		System is in place & compliant	We had expected this in 2018		We are now advised that this will be commissioned nationally in mid 2019. We know the likely platform however & have arranged to look at it ahead of this formal decision