SAFEGUARDING DEVELOPMENT PLAN

2018 – 2021 (JULY 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 Quality Assurance, 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.

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| **Colour code** | **Progress** |
|  | On target |
|  | Further work to move this forward is required |
|  | Work has not yet commenced |
|  | Information/policy to enable work to begin not yet received |

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| **Themes & Actions** | **Who will do it with the DSA**  | **Measures** | **Outcomes 2018** | **Progress 2019** | **Commentary** |
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| **1. Promoting a safer environment & culture**  |  |  |  |  |  |
| 1a) Deliver our training priorities: |  |  |  |  |  |
| * Promote & ensure access to C0 (Basic Awareness) on line
 | Training support staff | Volunteers completing C0 on line (In 2017, 549 volunteers completed C0 on line)  | In 2018, 696 volunteers completed C0 on line |  | The new Basic Awareness training module is now on line. We shall send out the link & guidance with the note going to incumbents, PSO’s & PCC Secretaries about the revised national training structures  |
| * Provide access to C0 face to face as required
 | Training support staff | Volunteers completing C0 face to face  | In 2018 we delivered C0 to 66 volunteers (4 parish groupings where internet access was an issue) |  | We will offer church communities the resources needed to deliver Basic Awareness of-line to local groups  |
| * Promote & ensure access to & C1 (Foundation) training on line
 | Training support staff | 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 & House of Bishops guidance issued (?July 2019) |
| * Provide access to C1 face to face as required
 | Training support staff | 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 greatly reduce as the Foundation module is taken up on line, although face to face training will remain an option for local groups & we will offer them resources to support this of-line |
| * Recruit volunteer trainers to support delivery of the new Basic Awareness & Foundation modules face to face
 | Training support staff. Safeguarding Learning & Development Officer | Volunteer trainers will be in place to meet planned need | This is a new target for 2019 |  | Planned need will be an aspect of the parish audit to be undertaken during summer & autumn |
| * Enable emerging Mission Communities to jointly deliver training
 | Safeguarding Learning & Development Officer. Training support staff | Those Mission Communities that wish to do so have put in place joint training | This is a new target for 2019 |  | We expect the revised training Guidance to recognise the current Methodist Foundation & Leadership modules as equivalent to the Church of England Foundation & Leadership modules  |
| * Deliver C2 (Leadership) training to clerical & lay leaders
 | Safeguarding Learning & Development Officer. Training support staff | 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. Uptake has however been poor & this needs to be explored |
| * Deliver C3 level training to Readers
 | Safeguarding Learning & Development Officer | Readers attending C3 level training  | In 2018, we delivered a bespoke package to 75 Readers  |  | This action is completed – in future Readers will attend the generic Leadership module |
| * 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 |  | This action is completed - clergy will in future 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
 | Training support staff | Updated course content agreed with partners in CTIC when the course content in the new on-line module is known | This is a new target for 2019 |  | S3 will be reworked for on-line delivery at some point in 2019, but we remain committed to face to face training with partners. This will however have to be via volunteer trainers rather than a L&DO |
| 1b) Listening to Children & Young People |  |  |  |  |  |
| * Establish with the Network Youth Churches mechanisms to explore with young people how safe they feel in church settings & when necessary what changes we might make
 | Leaders NYC | Project established to start Autumn 2019 | This is a new target for 2019 |  | The meeting held with leaders of NYC for May focused on responding to the needs of young people – we need to set a date to begin this work |
| * Ensure that we consult children & young people on how safe they feel at the Cathedral
 | Canon Warden | Project established to start Autumn 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 parishes/mission community has a lay Parish Safeguarding Officer (PSO)
 | 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 have measured this using the annual Archdeacons’ Articles of Enquiry. We await the initial returns of the 2019 Articles. This requirement is emphasised in the 2019 questions. We shall follow it up with our parish audit |
| * 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 have measured 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 when the Articles are available. |
| * 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 |  | Archdeacons check these as part of their Triennial Visitations. We shall also follow it up with our parish audit |
| * PSO’s have regular opportunities to meet the DSA for consultation across the rural deaneries
 | Archdeacons Rural Deans | A DSA drop in session is held at least annually in each deanery | This is a new target for 2019 |  | We have held or booked sessions in Carlisle, Windermere, Kendal, Barrow & Ulverston deaneries. There was no take up for the advertised Penrith session |
| * 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 |  | The parish audit will enable us to identify these parishes more easily |
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| **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 Officers (PSO’s)
 | Safeguarding Learning & Development Officer | The number of PSO’s trained | This is a new measure for 2019 |  | This target will change when the new training 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.  |
| * 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 |  | The parish audit will enable us to identify these parishes more easily |
| 2c) Ensure that Parishes are progressing Safer Recruitment |  |  |  |  |  |
| * 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 where this can be evidenced | This is a new measure for 2019 |  | The parish audit will enable us to identify these parishes more easily |
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| **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) Ensuring that allegations against church officers are referred to the Police or LADO where necessary |  |  |  |  |  |
| * 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 referred church officers to the LADO in 2019 & 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 & all bar one should be completed within timescale. |
| **4. Caring pastorally for abuse victims/survivors & others affected by them** |  |  |  |  |  |
| 4a) Put in place revised systems for Listening & Counselling Support |  |  |  |  |  |
| * Review & replace the 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) |
| 4b) Learning from Case Reviews |  |  |  |  |  |
| * 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) Learning from Allegations & Outcomes |  |  |  |  |  |
| * 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 completed the 2019 risk updates on all persons subject to a Safeguarding Agreement & the risk updates have been considered by the DSAP case sub group |
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| **7. Implementing improved Policies, Processes & Quality Assurance** |  |  |  |  |  |
| 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 late 2019 but there might be further slippage. In the meantime we shall refresh our web pages in September 2019 to reflect updated guidance |
| 7b) Case Management |  |  |  |  |  |
| * Configuring a new electronic case management system
 | Admin. staff | 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 |
| 7c) Audit |  |  |  |  |  |
| * Undertake a parish audit
 | Archdeacons & Rural Deans | We can better evidence effective safeguarding in our diocese | This is a new target for 2019 |  | An audit is being prepared to test our compliance with Roles & Responsibilities, Training & Recruitment guidance |
| * Prepare for a new Past Cases Review in 2020
 | Bishop’s & Church House staff | Our clergy & Reader files are compliant  | This is a new target for 2019 |  | We are reviewing clergy blue files & rebuilding Reader files |