



Safeguarding Children and Vulnerable Adults

This policy should be read in conjunction with:

the Cof E Policy Statement: <https://www.churchofengland.org/media/3896819/cofe-policy-statement.pdf>

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Safeguarding Children and Vulnerable Adults: **Policy and Procedure**

Peterborough Cathedral **February 2025**

It follows and is consistent with the Church of England House of Bishops'

- Promoting a Safer Church - Safeguarding policy statement for children, young people and adults 2017

It also incorporates

- Working Together to Safeguard Children 2023 [Working together to safeguard children 2023: statutory guidance](#) and the
- Care Act 2014

Each person who works with children, young people and vulnerable adults¹ will agree to abide by this policy.

¹ In their policies and procedures our statutory partners have now moved away from the terminology of 'vulnerable adults' towards 'adults at risk of harm', usually shortened to 'adults at risk'

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1. INTRODUCTION

The Church of England House of Bishops' *'Promoting a Safer Church' - Safeguarding policy statement for children, young people and adults* was formally adopted by the Diocese of Peterborough at the Diocesan Synod in March 2017.

This policy is the recommended Diocese of Peterborough Safeguarding policy and within it adopts and takes into account the House of Bishops safeguarding policies and procedures for children, young people and adults.

The care and protection of children, young people² and vulnerable adults/ adults at risk³ involved in Cathedral activities is the responsibility of the whole Cathedral. Everyone who participates in the life of the Cathedral has a role to play in promoting a Safer Cathedral for all.

Under section 5 of the Safeguarding and Clergy Discipline Measure 2016, all authorised clergy, bishops, archdeacons, licensed readers and lay workers, churchwardens and PCCs must have 'due regard' to safeguarding guidance issued by the House of Bishops (this will include both policy and practice guidance). A duty to have 'due regard' to guidance means that the person under the duty is not free to disregard it but is required to follow it unless there are cogent reasons for not doing so. ('Cogent' for this purpose means clear, logical and convincing.) Failure by clergy to comply with the duty imposed by the 2016 Measure may result in disciplinary action. (*Promoting a Safer Church - safeguarding policy statement for children, young people and adults 2017*)

The Cathedral Chapter takes seriously its responsibility to protect and safeguard the welfare of children, young people and vulnerable adults. The Cathedral Chapter will embed the Church of England Policy which is based on **5 foundations** and **6 overarching policy commitments** alongside the Diocese Safeguarding policy and procedures.

For the purposes of this document a child is anyone under the age of eighteen years.

The Cathedral Safeguarding Officers, can be contacted at:
safeguarding@peterborough-cathedral.org.uk
07437 872592

Canon Tim Alban Jones (Chapter Appointee), can be contacted at:
tim.albanjones@peterborough-cathedral.org.uk

For advice on all safeguarding issues including allegations or suspicions of abuse contact:

The Diocesan Safeguarding Team 01733 8870 then either 39, 40 or 41

safeguarding@peterborough-diocese.org.uk

2. PROMOTING A SAFER CATHEDRAL

² A child or young person is anyone under the age of eighteen years

³ In their policies and procedures our statutory partners have now moved away from the terminology of 'vulnerable adults' towards 'adults at risk of harm', usually shortened to 'adults at risk'

Adopting the Church of England's Safeguarding Policy for children, young people and adults – 2017

Safeguarding means the action that we take to promote a safer culture. This means we will: promote the welfare of children, young people and adults working 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, offer and support them whilst taking steps to mitigate such risks.

Our Cathedral 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.

We are guided by the following **5 foundations**:

1. Gospel – being faithful to our call to share the gospel compels us to take with the utmost seriousness the challenge of: preventing abuse from happening and responding well where it has
2. Human Rights and the Law – safeguarding work is undertaken within a legislative framework supported by government guidance
3. Core Principles – welfare of the child, young person and vulnerable adult is paramount
4. Good Safeguarding Practice – includes: leadership commitment; safeguarding policy; clear lines of accountability; clear reporting procedures and record keeping and effective information sharing/ working with partner agencies
5. Learning from the past – statutory reports and independent reviews into abuse that have involved the Church of England highlight past errors and significant lessons learnt to improve safeguarding

Based on the 5 foundations outlined above we commit to the following **6 overarching policy commitments**:

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

A copy of The Church of England's Safeguarding Policy for children, young people and adults can be found here: Click on the below and press the option 'open hyperlink'

<https://www.churchofengland.org/media/3896819/cofe-policy-statement.pdf>

3. CATHEDRAL CHURCH SAFEGUARDING POLICY

Our 6 overarching safeguarding policy commitments are:

1. Promoting a safer environment and culture

We will strive to create and maintain environments that are safer for all, that promote well-being, that prevent abuse, and that create nurturing, caring conditions within the Cathedral for children, young people and vulnerable adults. Our Cathedral Officers will respect all children, young people and vulnerable adults and promote their well-being.

2. Safely recruiting and supporting all those with any responsibility related to children and vulnerable adults within the Cathedral

We will select and vet all those with any responsibility related to children, young people and vulnerable adults within the Cathedral, in accordance with the House of Bishops safeguarding policy and practice guidance. We will train and equip Cathedral Officers to have the confidence and skills they need to care and support children, young people and vulnerable adults and to recognise and respond to abuse.

3. Responding promptly to every safeguarding concern or allegation

Anyone who brings any safeguarding suspicion, concern, knowledge or allegation of current or non-current abuse to the notice of the Cathedral will be responded to respectfully and in a timely manner, in line with statutory child and adult safeguarding procedures and the House of Bishops safeguarding policy and practice guidance.

4. Caring pastorally for victims/survivors of abuse and other affected persons

We will endeavour to offer care and support to all those that have been abused, regardless of the type of abuse, when or where it occurred. Those who have suffered abuse within the Cathedral will receive a compassionate response, be listened to and be taken seriously.

5. Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons

The Cathedral in exercising its responsibilities to suspicions, concerns, knowledge or allegations of abuse will endeavour to respect the rights under criminal, civil and ecclesiastical law of an accused Cathedral Officer including the clergy. A legal presumption of innocence will be maintained during the statutory and Cathedral inquiry processes. The Cathedral will take responsibility for ensuring that steps are taken to protect others when any Cathedral Officer is considered a risk to children, young people and vulnerable adults.

6. Responding to those who may pose a present risk to others

The Cathedral, based on the message of the gospel, opens its doors to all. We will therefore endeavour to offer pastoral care and support to any member of the Cathedral community whom may present a known risk. The Cathedral will ensure that any risk has been assessed and is being managed in a safeguarding agreement in accordance with House of Bishops policy and practice guidance.

This can be printed and displayed within the Cathedral premises – in high footfall areas

4. RESPONDING PROMPTLY TO EVERY SAFEGUARDING CONCERN

We will respond promptly to every safeguarding concern or allegation where: there is a concern that a child, young person or adult is, or may be, being abused or that a Cathedral officer⁴ is, or may be, abusing a child, young person or adult.

We will ensure that people within our Cathedral know how to make a disclosure or raise a concern by:

- Attending appropriate safeguarding training relevant to our roles
- Ensuring safeguarding arrangements are clearly visible on the front page of our Cathedral website
- Displaying contact details of our Cathedral Safeguarding Officer and other safeguarding officers and how you can contact them to raise a concern or disclose a safeguarding matter
- Displaying the contact details of our Diocesan Safeguarding Team and how you can contact them to raise a concern or disclose a safeguarding matter
- Displaying other organisations who provide support and advice on safeguarding matters

Where there is a safeguarding concern / allegation, we will follow the procedure below:

- Respond well to the victim / survivor – listen and take what is being said seriously
- Emergency – if someone is in immediate danger of significant or serious harm we will contact the emergency services on 999
- Non-emergency – we will contact the Cathedral Safeguarding Officer in the first instance. They **must** then contact the DSO team
- If the Cathedral Safeguarding Officer is implicated, inform the DSO team
- Any safeguarding concerns must be reported to the DSO team **within 24 hours**
- If the Cathedral Safeguarding Officer, or DSO team are not available within 24 hours then we will contact directly: for children and young people the local Multi-Agency Safeguarding Hub⁵ (MASH); for adults the local Adult Social Care team or the police for our area. These are our statutory agency partners (you can find their contact details on an internet search). We will advise the Cathedral Safeguarding Officer if we have made a referral in this way and they will inform the DSO team. **If in doubt don't delay – seek advice from your statutory agencies for your area**
- We will not contact the person who the allegation / disclosure has been made against (alleged respondent), or anyone else implicated in the allegation or disclosure until advice has been sought from the DSO or our statutory agencies
- We will record the details of the concern / allegation. Where notes cannot be taken at the time a written record will be made as soon as practicable afterwards. *(See notes below about what will be recorded)*
- The DSO will offer advice, support and guidance to signpost those affected by the concern / allegation to other agencies. Pastoral support will also be identified and offered to all those affected by the concern / allegation

Recognise

⁴ Church Officer – anyone appointed or elected by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid (Examples – priest, church warden, bell ringer, organist, youth activity leader)

⁵ MASH - are structures designed to facilitate information-sharing and decision-making on a **multi-agency basis** often, though not always, through co-locating staff from the local authority, health agencies and the police.

We might find out about abuse by:

- A child, young person or adult tells us what has happened or we witness abuse directly
- We see an injury or behaviour consistent with abuse and which is unlikely to have been caused another way
- Abuse is disclosed by someone else who knows the child, young person or adult
- Indications of abuse are seen in artwork, play or creative writing
- Through posts on social media or the internet
- Anonymous sources tell of abuse

When we are listening to a child or adult who may be disclosing abuse:

Respond

Do

- Listen carefully and take what is said seriously
- Only use open questions (*open questions begin with words like: who, what, where, when and how. Open questions cannot be answered with a 'yes' or 'no'.*)
- Remain calm
- Take into account the person's age and level of understanding
- Check, if face to face, whether they mind you taking notes while they talk so you can make sure you capture everything accurately
- Clarify if necessary – clear up any ambiguities
- Make an accurate record as soon as possible
- Offer reassurance that disclosing is the right thing to do
- Establish only as much information as is needed to be able to tell your activity leader / Parish or Benefice Safeguarding Officer / DSO what is believed to have happened, when and where
- Check what the person hopes to happen as a result of their disclosure
- Say what we will do next (*see below under record and refer*)

Don't

- Promise confidentiality
- Make assumptions or offer alternative explanations
- Investigate
- Contact the person about whom the allegation has been made
- Ask leading questions
- Repeatedly question/ask the child or adult to repeat the disclosure over and over

Record

- Make written notes at the time, if appropriate, or as soon as practicable after the disclosure. Contact the DSO for advice is needed on how to complete the notes
- Do not destroy your original notes in case they are required by the DSO or the statutory authorities
- The notes will include a record of:
 - Date, time and place the disclosure / concern was raised
 - Who was present and how the information was received (by telephone, face-to-face, email, letter etc.)

- Details of the information provided – using the actual words used including any swear words or slang
- Record facts and observable things, not your interpretations, assumptions or opinions
- Always sign and date the record. A copy will need to be provided to the DSO

Refer

- **If there is immediate danger to a child or adult contact the police – 999**
- Report to your activity leader or Cathedral Safeguarding Officer immediately. If you report to your activity leader, they should inform the Cathedral Safeguarding Officer
- Within 24 hours the Cathedral Safeguarding Officer reports the concerns to the DSO
- Alternatively, you can seek advice from the local MASH / Adults Care team or the police for your area (you can find their contact details on an internet search). If you take this option inform the DSO team. The information the statutory agencies will need is:
 - Details about the event or disclosure
 - Information about the child, young person or adult and family – name / date of birth or approximate age / address
 - Information about whom the concern / allegation has been made against - name / date of birth or approximate age / address
 - The statutory agency should provide you with their reference number – ensure this is provided to the DSO team
 - Remember that the child and family should, wherever possible, be informed about and consent to the referral ***unless this would put the welfare of the child or vital interests of the adult who may be vulnerable, or another person at further risk.*** *If you have serious concerns, the absence of consent should not prevent a referral.* The statutory agency you are speaking with will give you advice over this if necessary

Do not delay your referral. Office holders and Cathedral Officers are NOT authorised to investigate any allegations and must never attempt to do so. Only the Police and the Local Authorities are granted such powers in law. Most situations are not emergencies.

If it would be dangerous for the child, young person or adult to return home, or he / she does not want to return home and you are sufficiently concerned for their safety, contact the MASH teams or Adults Social Care teams or the police for your area.

Non-recent abuse

Non-recent allegations of abuse, will be treated as seriously as recent allegations. A victim/ survivor needs to be aware that, if the person they are making the disclosure about is known to be currently working with children, young people or vulnerable adults in either a paid or voluntary capacity then a referral to the statutory services will be made. In all circumstances where there are concerns about non recent abuse, then the DSO will be contacted. The DSO will make this referral and will provide advice on how this will be done and offer reassurance to the victim / survivor. This includes any allegation made about a Cathedral officer who has died.

Domestic abuse

Domestic abuse is contrary to the will of God and an affront to human dignity. The welfare of the adult victim of domestic abuse is important, but where there are children in the family it must be understood that they too are victims of domestic abuse. In all circumstances where there are concerns about domestic abuse then the DSO will be contacted. The DSO will make this referral and will provide advice on how this will be done and offer reassurance to the victim / survivor.

5. WHO TO CONTACT WHERE THERE IS WORRY ABOUT A CHILD OR ADULT

If you are submitting a safeguarding referral directly to your statutory partners

In the event of any other safeguarding concern then please contact: Children and young people – MASH for your area; for vulnerable adults: Adult Social Care team for your area or the police for your area (999 / 101). You can also find the referral forms on their websites:

Northants:

Children's MASH: 0300 126 1000 or out of hours 1604 626938

Website: [How to make an online MASH referral - Northamptonshire Safeguarding Children Board \(northamptonshirescb.org.uk\)](https://northamptonshirescb.org.uk)

Adults Social Care: Refer to their on-line referral or out of hours 1604 626938

Website: [Policies, Procedures and Strategies | Northamptonshire Safeguarding Adults Board \(northamptonshiresab.org.uk\)](https://northamptonshiresab.org.uk)

Peterborough:

Children's MASH: Contact Centre: 01733 864170 / 180 or out of hours 01733 234724

Website: <https://ehm-childrens-portal.peterborough.gov.uk/web/portal/pages/prosafeguarding#prreferral>

Adult Social Care:

Website: <https://fis.peterborough.gov.uk/kb5/peterborough/directory/site.page?id=MrwsxuLy4Lw>

Rutland:

Children's MASH: 01572 758407 or 0116 305 0005

Website: <https://www.rutland.gov.uk/children-young-people-families/report-concern-about-child-or-young-person>

Adult Social Care:

Website: <https://www.rutland.gov.uk/adult-social-care/safeguarding-adults>

If any of these options are taken, then please email the details to the Diocesan Safeguarding Team safeguarding@peterborough-diocese.org.uk

Other useful numbers:

Childline for children and young people: 0800 1111

NSPCC for adults concerned about a child: 0808 800 5000

Action on Elder Abuse helpline: 0808 808 8141

24-hour National Domestic Violence helpline: 0808 2000 247

Samaritans helpline for people struggling to cope and needing someone to talk to: 116 123

Stop it Now helps prevent child sexual abuse: 0808 1000 900

Cruse bereavement helpline: 0808 808 1677

Family Lives provides support and advice on family issues: 0808 800 222

MACSAS for people who have been abused by church officers: 0808 801 0340

MIND mental health charity: 0300 102 1234

Thirtyone:eight: Organisation who completes our DBS checks: 0303 003 11 11

Safe Spaces: Independent support run by Victim Support for anyone abused in a church context: 0300 303 1056

6. SAFEGUARDING TRAINING

The House of Bishops' Safeguarding Policy states that the Church '*will train and equip church officers to have the confidence and skills they need to care and support children, young people and vulnerable adults and to recognise and respond to abuse*'.

The Cathedral will make every effort to ensure that clergy, licensed workers and lay ministers, volunteers and employees working with children, young people and vulnerable adults regularly seek and obtain safeguarding training to the level of their responsibility. Clergy should attend the relevant Diocesan Safeguarding training, if they do not then the Bishop will not grant / renew their license. Refresher training should be undertaken once every three years.

7. SAFER RECRUITMENT

A key way of protecting children, young people and adults from harm is to ensure the careful recruitment of those working with them. The House of Bishops' Safeguarding Policy states: *'The church will select and vet all those with any responsibility related to children, young people and vulnerable adults within the church'*. The Cathedral is responsible for the appointment of those working with children, young people and vulnerable adults, paid or unpaid.

The following processes should be followed:

- All Cathedral workers working with children and adults, including volunteers, will complete and sign an application form and a confidential declaration form
- Written references and identification will be required and will be carefully checked
- All Cathedral workers working with children and adults will be interviewed in relation to a role/job description or person specification
- A Disclosing and Barring Service (DBS) check will be required in relation to all eligible roles - they must not start their role until the check has been completed and the result returned
- Any blemished DBS check, or information declared in the confidential declaration form that causes a concern, must be referred to the DSO and advice sought
- After appointment induction to the role and support will be given to the individual
- They must complete the on-line safeguarding training or attend the safeguarding training that is relevant to their role

8. THOSE WHO POSE A RISK TO CHILDREN, YOUNG PEOPLE OR ADULTS AT RISK

The House of Bishops' Safeguarding Policy states: *'The Church, based on the message of the gospel, opens its doors to all. It will therefore endeavour to offer pastoral care and support to any member if the church community whom may present a known risk'*.

When it is known that a member of the congregation, or someone wishing to join the congregation, has sexually abused a child, young person or adult, or is not a sexual offender against children but nevertheless may pose a risk, we will consult with the DSO.

This is to ensure that a safe course of action can be pursued in conjunction with the relevant statutory agencies.

9. CARE OF SURVIVORS OF ABUSE AND THEIR FAMILIES

The House of Bishops' Safeguarding Policy states: *'The Church will endeavour to offer care and support to all those that have been abused, regardless of the type of abuse, where or when it occurred....Those who have suffered abuse within the church will receive a compassionate response, be listened to and be taken seriously'*.

We will seek to work with anyone who has suffered abuse, developing with them an appropriate ministry of informed pastoral care.

10. RECORD KEEPING AND STORAGE

Notes will be made of all safeguarding incidents involving children or adults. They will be treated confidentially and will be securely stored by the Cathedral Safeguarding Officer or designated person. They will be retained even if the information received was judged to be malicious, unsubstantiated or unfounded. During a vacancy for Cathedral Safeguarding Officer, the designated person will be responsible for all safeguarding records which will be passed to the incoming office holder.

11. SAFE ENVIRONMENT AND ACTIVITIES

The House of Bishops' Safeguarding Policy states: *'The church will strive to create and maintain environments that are safe for all, that promote well-being, that prevent abuse, and that create nurturing, caring conditions within the Church for children, young people and vulnerable adults.....The Church will strive to support all church officers to adhere to safer working good practice and the challenge the abuse of power'.*

We will ensure our work with children, young people and vulnerable adults is carried out in a 'safe' environment:

- Ensure that children, young people and vulnerable adults know who they can talk to about a concern
- The ratio of leaders to children will comply with the NSPCC guidelines
- Each group will have a minimum of two adults and a gender balance will be maintained if possible
- Adults will not work alone with children
- We will seek to ensure meeting places are safe, secure and suitable for purpose and that health and safety risk assessments are completed
- We will be clear about boundaries with regard to touching always related to the child's needs and normally initiated by the child
- We will obtain parental/guardian permission for attendance at groups, trips, use of images and transporting children in private cars
- All those who drive children on Cathedral-organised activities should be over 25, have held a full driving licence for over two years and, if their license is endorsed with 6 points or more, should inform the Cathedral Safeguarding Officer
- All cars that carry children should be comprehensively insured for both private and business use. The insured person should make sure that their insurance covers the giving of lifts relating to Cathedral-sponsored activities

12. UNACCOMPANIED CHILDREN

If children attend our Cathedral services without their parents' or carers' knowledge we will welcome the child(ren) and try to establish whether their parents are aware of where they are. We will make sure an adult recruited for work with children takes care of the child and try to discover when they are due home and encourage them to keep to that arrangement. Depending on the age and competence of the child, we will ring the parents or ask the young person to ring to gain the parents' consent to the child remaining. If the child comes regularly, we will endeavour to establish regular contact with the parents or carers.

13. VISITING ADULTS WHO MAY BE VULNERABLE, IN THEIR HOMES

It is important that we ensure that our worshippers, visitors, volunteers and Cathedral officers are as safe as they can be, and that there is accountability and transparency in the manner in which our Cathedral officers engage in lone workings or visits to homes.

Cathedral workers will, if possible, undertake a risk assessment before an initial visit, especially if we do not know the person. They will not call unannounced but by appointment, if appropriate telephoning just before visiting. They will always carry a mobile phone on a home visit, and ensure that someone knows where they are and when they are expected to return.

They will be clear about what support can be offered and the purpose and limitations of any pastoral care / support that is offered.

Where our workers need to refer the person to another agency we will talk this through with the vulnerable adult, seeking his/her permission before passing on personal information. Our workers will always endeavour to be clear about what behaviour from the vulnerable adults is acceptable and what is not.

Make a note of the date when you visit, report back about the visit to the agreed named person and say what is concerning / what is going well.

14. BELL RINGING

The Chapter will appoint the tower captain and others who are likely to be in charge of ringing at any time. All Tower Captains and ringers are expected to abide by the Diocesan Guidance “Safeguarding Children and Young people who are Bell Ringers” which follows the Child Protection policy of the Central Council for Bell Ringers. In particular, no adults will work alone with children and young people, at least one adult should be in calling distance at all times and instruction should be given with minimum physical contact as set out in paragraph 6 of the Diocesan Policy.

15. ORGANISATIONS HIRING CATHEDRAL BUILDING OR PREMISES

In relation to all activities and events which are not run directly by the Cathedral but which take place in Cathedral buildings or grounds the responsibility for implementing safeguarding policies rests with the hiring organisation and not with the Cathedral. However, the Cathedral needs to take reasonable steps to ensure that safeguarding policies and procedures are being practised by the hiring organisation. The Cathedral will require visiting groups to ensure that children and vulnerable adults are protected at all times, follow safe recruitment procedures, and are aware of health and safety issues in the building. Visiting groups will be required to sign a hire agreement and abide by the Cathedral Safeguarding Policy.

16 USE OF SOCIAL MEDIA

Social media sites enable users to create and share content and keep in touch with other users. For many, especially young people, using social media is an extension of physical face-to-face relationships. It is therefore important that the Cathedral also engages with its community and worshippers through these platforms, and that it is done in a safe way.

The Cathedral Chapter must approve the use of social media and mobile phones by the Cathedral. All of the below should be shared with young people.

E mails on line chat and texting

- Parental agreement should be obtained before communicating with young people
- Language should be clear and unambiguous
- All conversations must be made available for viewing by a worker's supervisor
- Workers may provide advice and support, but avoid counselling

Mobile Phones

- Workers will be allocated a dedicated work phone(if the role requires)
- They should use group texts wherever possible
- There should be an agreed length of time for conversations and a curfew e.g. no communication between 10:00pm and 7:00am
- Conversations causing concern should be saved and passed to supervisor
- Photos should only be taken in accordance with safeguarding guidance
- Images should only be downloaded to a Cathedral computer

17 WHISTLEBLOWING

To fulfil their commitment to safeguard and promote the welfare of children, all organisations that provide services for, or work with, children or vulnerable adults are required to have appropriate whistle-blowing procedures, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed.

Members of a congregation should be encouraged to acknowledge their individual responsibility to bring matters of unacceptable practice, performance or behaviour to the attention of the Cathedral Safeguarding Officer. It is often the case that a co-worker or co-voluntary worker may be the first to recognise that something is wrong but may not feel able to express concerns, feeling that this would be disloyal; he or she may fear harassment or victimisation. These feelings, however, natural, must never result in a child or adult who may be vulnerable continuing to be unnecessarily at risk.

How to raise a concern:

- Concerns, suspicions or uneasiness about practice or behaviour of an individual should be voiced as soon as possible to a Cathedral Safeguarding Officer
- If the concern is about the Cathedral Safeguarding Officer inform the Dean and DSO
- If the concern is about the Dean inform the Bishops Chaplain and DSO
- Be specific about what practice is concerning, what has been heard or what has been observed
- Ideally put concerns in writing, outlining the background and history, and providing dates and times
- People are encouraged to put their name to any disclosure; however, any concern raised anonymously should be considered at the discretion of the Cathedral, taking into account the seriousness of the issue raised, the credibility of the concern and the likelihood of confirming the allegation from attributable sources

18 DIGNITY AT WORK

The Cathedral Chapter has adopted the Diocese of Peterborough's dignity at work policy. We are committed to creating a respectful and harmonious workplace, which is free from harassment and bullying of any kind, and one in which everyone is treated with respect and dignity.

It is committed to ensuring that individuals do not feel apprehensive because of their religious belief (including theology or church tradition), gender, marital status, sexual orientation, race, age, pregnancy and maternity, or disability⁶, or through any inappropriate behaviour towards them.

If you are concerned that someone you know is at risk of, or is being abused, or presents a risk to others please seek advice from a Safeguarding Adviser or if necessary report the matter to the Local Authority Social Care Services or the Police without delay

19. Peterborough Cathedral Choir

Introduction

The personnel involved with Peterborough Cathedral Choir usually consists of the following:

- The Director of Music
- The Organist
- The Canon Precentor
- The Organ Scholar
- The Conducting Scholar
- The Singing Teacher(s)
- The Chorister Chaperone
- The Chorister Liaison staff member from The King's (Cathedral) School
- The Music Administrator
- The Parent Volunteer Chaperones
- The Lay Clerks
- The Choral Scholars
- The Cathedral Choristers (including probationers)
- The Junior Choirs
- The Cathedral Youth Choir

The Choristers and Probationers attend The King's (The Cathedral) School, a non-residential academy in Peterborough. Members of the Children's Choir and Youth Choir are drawn from a variety of schools across the region. The Cathedral Choirs at Peterborough are one of the most diverse examples of such, in the UK.

'Singers' here refers to all members of any of the choirs who are under the age of 18.

Purpose

The purpose of this policy is to ensure that all young singers safe and protected from harm. It should be read in conjunction with **The King's (The Cathedral) School Safeguarding Policy**, both of which give clear guidelines to all personnel regarding procedure and follows Diocesan Guidelines regarding safer recruitment and training of staff and volunteers.

⁶ Equality Act 2010 – Protected characteristics

Safeguarding Statement and Principles

The Chapter of Peterborough Cathedral is committed to the safeguarding policies and principles of the Church of England, to take all reasonable steps to protect children and young people from harm of abuse or maltreatment and to promote a safe environment for them.

We will treat all singers with respect and will do everything reasonable to provide a safe environment for them whilst they attend rehearsals, services, choir tours and other events and activities.

Joint working between Cathedral and Cathedral School

- The welfare of the Cathedral Choristers is the responsibility of two different organisations: the Cathedral and The King's (Cathedral) School. It is crucial that the two organisations are working closely together to ensure that their welfare does not fall between two stools.
- The Cathedral Choristers are the responsibility of The King's (Cathedral) School when they are attending school and in transit between the school and the Cathedral. They are the responsibility of The Chapter when in the Cathedral or involved in Cathedral activities elsewhere. The crossover line is the barrier at Wheel Yard.
- The King's (The Cathedral) School has its own written safeguarding policy and procedures which would apply whenever a chorister/probationer is under their responsibility. When under the responsibility of the Cathedral the Cathedral safeguarding policy and procedures apply
- The Chapter appoints foundation governors who provide a formal link with the school
- The Director of Music meets regularly with school staff including the Headteacher, Assistant Headteacher who is the Chorister Liaison, and Head of the Junior Department
- Choir trips which involve leaving the Precincts are planned using the same templates as the school's visit procedure. Choir tours ie those which include an overnight stay are also planned using the school's visit procedures and risk-assessment templates, and in this instance, in conjunction with the Assistant Headteacher) and EVC. Planning documents are shared with the school at all stages. Risk assessments involving a non-UK based trip are also submitted to the Cathedral's appointed Health and Safety advisors
- Safeguarding concerns about Choristers and Probationers raised at the Cathedral are recorded and shared with the school and the Diocesan Safeguarding Adviser. Concerns about Junior Choir members are shared with the Cathedral safeguarding team and Diocesan Safeguarding Adviser

Procedure

Peterborough Cathedral follows Diocesan guidelines regarding safer recruitment, training, use of social media and reporting concerns. The following procedures are in place to ensure the safety and well-being of the choristers and probationers whilst in the care of the Cathedral:

- The Director of Music is responsible for the protection and welfare of all choristers and probationers whilst in the care of the Cathedral.
- The Director of Music conducts a risk assessment for all choir tours and trips away from the Cathedral based on the school's visit procedures (see above for specifics)
- All staff and volunteers working in the Music Department (as listed above) are subject to DBS checks
- An additional adult should be present at choir rehearsals where possible
- All staff and volunteers receive safeguarding training using the Church of England's website portal, and those with direct care of singers (ie. Director of Music, Organist, Singing Teacher, Chaperone, Administrator, Scholars), also attend an additional safeguarding training session led by the school's safeguarding lead or their appointed deputy at the time.