

SCIE ACTION PLAN & SAFEGUARDING DEVELOPMENT PLAN

CARLISLE CATHEDRAL

In 2018 safeguarding practice and processes at the Cathedral were independently audited by SCIE (the Social Care Institute for Excellence). Our final report was agreed in spring of this year just prior to lockdown and the closure of the Cathedral. Nevertheless, we had already been able to progress our major initiative (the Fraternity project) which was still in the planning stage when the auditors visited in 2018 and address many of the issues the auditors discussed with us. This Plan picks up five of the developmental objectives which we discussed with the SCIE team and which we are still pursuing. Due to the lockdown in spring and early summer, and to the current lockdown, progress has been slower than we hoped.

We have also taken account of the retirement of Canon Jan Kearton as Chapter Safeguarding Lead (CSL). Canon Jan's initiative, enterprise and hard work were largely responsible for the good outcome for the Cathedral of our SCIE audit. We look forward to the new Canon Warden (who will be the CSL) taking her work forward in 2021. In the meantime, the Dean is leading on safeguarding development.

This Plan is owned by the Chapter of Carlisle Cathedral and will be led by the CSL. The Plan will be monitored on a quarterly basis by the DSAP (Diocesan Safeguarding Advisory Panel), the Cathedral Safeguarding Group (CSG) and the Cathedral Chapter, and updated quarterly. The Chapter is professionally advised by the Diocesan Safeguarding Adviser (DSA) under the terms of the Memorandum of Understanding signed by Cathedral & the diocese. Chapter has requested that DSAP oversee its safeguarding and this forms part of DSAP's Terms of Reference. The Chapter Safeguarding Lead is a member of DSAP.

Colour code	Progress
	On target
	Further work to move this forward is required
	Work has not yet commenced

<u>Themes &amp; Actions</u>	<u>Who will do it</u>	<u>Measures</u>	<u>Outcomes</u>	<u>Progress</u>	<u>Commentary</u>
1) <u>Support those who may pose a risk to others</u> and 2) <u>Engage more effectively with vulnerable adults who visit the Cathedral</u>					
<ul style="list-style-type: none"> <li>Support those who threaten public order or whose behaviour in Cathedral spaces can be challenging or whose needs are challenging</li> </ul>	Canon Warden with Safeguarding Group	Make links with mental health services and local Police. Individual Risk Assessments created where necessary	This was a new target for 2019/20 but has been deferred due to lockdown. To be actioned by the new Canon Warden after Easter 2021		Mental illness & alcohol dependency are the prime causes of these issues. Contact with mental health services can be improved
<ul style="list-style-type: none"> <li>Make links with local social care, health &amp; voluntary services involved with vulnerable adults</li> </ul>	Canon Warden	Current referral thresholds better understood, current best practice with vulnerable individuals & groups better understood	This was a new project for 2019/20 – deferred due to lockdown & the appointment of a new Canon Warden. Action after Easter 2021		Our understanding of how best to engage with the many vulnerable adults who visit the Cathedral (mentally ill, reduced circumstances, homeless) lacks grounding in current best practice

3) <u>Ensure a joined up approach to Staffing Recruitment and Safer Recruitment and training</u>					
<ul style="list-style-type: none"> <li>Link Cathedral HR files with the separate run of Safeguarding files</li> </ul>	Canon Warden with Chief Operating Officer	A single file is held for each employee & volunteer	Cathedral records are linked so that information is not lost. To complete summer 2021		Volunteers and staff files are linked but now need to be combined as part of a seamless recruitment process
<ul style="list-style-type: none"> <li>Develop and implement a single process that ensures safeguarding is an integral part of our HR processes</li> </ul>	Chief Operating Officer	A single recruitment process includes all necessary safeguarding checks and actions	Recruitment processes always include safeguarding checks and actions. To complete May 2021		See above

4) <u>Update Cathedral Policies and Procedures</u> and 5) <u>Strengthen oversight and engagement of Cathedral safeguarding</u>					
<ul style="list-style-type: none"> <li>Review &amp; update the Cathedral Safeguarding policy framework</li> </ul>	DSA with Cathedral Safeguarding Group	Policies are in line with national Church guidance	This is a new measure for 2020/21. To complete February 2021		We have agreed to make this a February 2021 priority action
<ul style="list-style-type: none"> <li>Strengthen the Cathedral Safeguarding Group</li> </ul>	Dean with the DSA	The group has a majority of lay members and access to expert opinion and support	This is a new measure for 2020/21. To complete February 2021		New CSG members are now being sought. We have good access to advice on health and public order issues