



Leicester Cathedral

Safeguarding Policy

January 2025

I.	Safeguarding Policy
I.1	The Chapter adopts the House of Bishops policy statement 'Promoting a Safer Church' together with the accompanying National Church Safeguarding Handbook and the safeguarding Leicester-specific appendix .
I.2	The Cathedral commits itself to the safeguarding of children, young people and adults who may be vulnerable, and to ensuring their wellbeing in the life of the Cathedral. We seek to ensure our safeguarding policy is the concern of the whole congregation, staff and volunteers and lies at the heart of all that we do.
I.3	The Cathedral recognises that everyone has different levels of vulnerability and that each of us may be regarded as vulnerable at some time in our lives.
I.4	The Cathedral commits itself to providing a safe place for those who may be vulnerable. This includes both the physical environment, staffing (including volunteers) and any activities themselves, whether in the Cathedral building, online or elsewhere.
I.5	Congregation, staff, volunteers and, indeed, everyone within the Cathedral community are responsible for ensuring that all are welcome, included and empowered.
I.6	It is the responsibility of each of us to prevent the physical, emotional, sexual, financial and spiritual abuse of any person. We commit ourselves to ensuring the congregation, staff and volunteers recognise the need to report any disclosure or concerns around harm or abuse and are clear about the procedures which should be followed.
I.7	A Cathedral pocket guide to safeguarding is readily available and issued to all staff and volunteers, together with ensuring they know where to access the policy, procedures, protocols and further guidance.
I.8	We undertake to Safely Recruit and support all those who will work with children, young people and adults who may be vulnerable, and we support, pray for and encourage them in their ministry.
I.9	We commit ourselves to respectful pastoral care for all people to whom we minister and with whom we work and worship. We recognise a particular need for informed pastoral care and support for those who have experienced any kind of abuse, irrespective of where or when this abuse occurred.
I.10	The Cathedral will ensure that those who may pose a threat to others are effectively managed, monitored and cared for in accordance with all relevant policies and procedures and, as appropriate, in co-operation with the DSA and statutory bodies.
I.11	The Cathedral is committed to supporting, resourcing, training and regularly reviewing the work of those who undertake ministry with vulnerable adults, children and young people. We expect that all personnel, whether volunteer or staff, undertake a basic foundational level of safeguarding training, and further training appropriate to the role and on an ongoing basis.
I.12	The Cathedral commits itself to ensuring that all work with children, young people and vulnerable adults is carried out within appropriate accountability structures. When appointing/recruiting to any roles (including Chapter and sub-committee members) the Cathedral will consider whether a Disclosure Barring Service (DBS) security check is required, and will obtain one if necessary at the point of appointment. For any new roles, consideration will be given at the outset, as to whether a DBS check will be required.

1.13	We expect all personnel, including staff, volunteers, Chapter members and its subcommittees, to abide by this policy and the related guidance and procedures as set out in the Church of England Handbook 'Promoting a Safer Church' , Diocesan Safeguarding Handbook , the Cathedral Pocket Guide and Procedures, to keep good records and, through the Canon Pastor, to ensure continuity of care, accountability and an audit trail.
1.14	Details of how to respond professionally and well to a disclosure or a safeguarding concern or complaint are set out in the Church of England guidelines. Any such incident should be reported without delay as detailed in the Pocket Guide. The Safeguarding Coordinators may be contacted directly through their Cathedral emails.
1.15	The Cathedral will co-operate fully with investigations by statutory agencies or reviews conducted by the Church of England. We shall not conduct our own investigations or enquiries at the same time.
1.16	The Cathedral will provide appropriate insurance cover for all activities undertaken in its name, whether in the Cathedral building or elsewhere.
1.17	Policies relevant to best safeguarding practices include Whistleblowing, Complaints, Safer Recruitment, Employment of Ex-Offenders, Health and Safety.
1.18	The Dean and Chapter hold a duty of care for the safety of those who attend or use the Cathedral. Under a service level agreement between the Cathedral and the Diocesan safeguarding team, appropriate professional services will be provided to the Cathedral by the Diocese. This agreement will be reviewed periodically.
1.19	This policy and its implementation will be reviewed annually by the Safeguarding team and brought to Chapter. The Chapter will publish the policy and other relevant documents on the Cathedral website. Relevant contact details will also be published here, and in the regular newsletter and are displayed publicly.
2.	Named Safeguarding Personnel
2.1	The Chapter appoints Amanda Fitchett and Linda Green as Safeguarding Co-ordinators and Mark Dalton as Independent Chair of the Safeguarding Committee. Their roles are to represent the concerns and views of vulnerable people both within the Cathedral and to outside bodies, to advise Chapter on policy and procedures, to review practice as appropriate, formally to report on the implementation of policy and, as appropriate, to participate in live pastoral cases with a safeguarding element.
2.2	Both Co-ordinators are regular worshippers at the Cathedral and have relevant professional backgrounds.
2.3	The Canon Pastor acts as the Chapter's safeguarding lead.
3.	Policy Review
3.1	This Policy should be reviewed every year and updated as required. It sits alongside the Cathedral Pocket Guide and the Cathedral Safeguarding Procedures.

DOCUMENT CONTROL INFORMATION

Document status

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