



Introduction to Safeguarding Audit Report

The Dean and Chapter are pleased to have received the final report from the Social Care Institute for Excellence, following the Independent Safeguarding Audit which was carried out at the beginning of October 2019.

Safeguarding is a top priority at Norwich Cathedral and our overarching aim is to ensure that a strong culture of safeguarding is embedded in every part of our life here. As a community we see adopting good safeguarding practices as an essential part of living out the gospel. In this context, it is our aim, not only to keep people safe, but to enable them to flourish and to enjoy the fullness of life of which Jesus spoke in his earthly ministry, and which is his desire for everyone today.

Page 41 of the document lists the conclusions drawn from the audit and these are as follows:

Safeguarding at Norwich Cathedral has many areas of strength, many of which the Dean, Chapter and staff identified in their self-assessment.

These include:

- *A comprehensive framework of policies and procedures which are kept under regular review*
- *Some good processes aimed at keeping the choristers safe*
- *Good awareness of the vulnerabilities of some visitors and volunteers*
- *Good casework delivered and overseen by the widely known and respected Cathedral Safeguarding Officer*
- *Clear commitment to C1 training for all staff and selected volunteers – training itself valued and spoken of highly*
- *Evidence of Safer Recruitment practices consistently applied and recorded for both staff and volunteers*
- *Good systems for oversight of recruitment, DBS and training*
- *Strong leadership by the Dean and Chapter in working to establish strong culture of safeguarding*
- *A commitment to learning from mistakes*
- *Good communications, including regular engagement with staff and volunteers at many levels*

The key areas for the Cathedral to address relate to:

- *Clarifying the safeguarding governance relationship between the Cathedral and Diocese in order to strengthen internal and external scrutiny and accountability*
- *Reviewing the balance between strategic and operational responsibilities of Chapter members and addressing any gaps in capacity*
- *Developing a more strategic approach to safeguarding, including reviewing the role of the CSC (Cathedral Safeguarding Committee)*
- *Developing a more systematic approach to understanding and meeting the needs of vulnerable adults*
- *Developing a quality assurance framework in order to address areas of under-performance and understand effectiveness and impact*
- *Reviewing the MOU (Memorandum of Understanding) to ensure that CSO (Cathedral Safeguarding Officer) capacity and Diocesan support is adequate to meet need*
- *Addressing the gaps in Safer Recruitment practice and participation in training*
- *Clarifying approaches to information sharing, data protection and recording*
- *Working to ensure that the voices of victims, survivors and the vulnerable are heard and well understood.*

Work in these areas will enable Norwich Cathedral to continue developing and embedding an effective and reliable safeguarding culture which both promotes the Cathedral vision and works for everyone.

At our Chapter Residential in January 2020 we addressed in full the key areas highlighted in the report as needing attention, and our action plan is now published on the Cathedral website too. We will continue with the good practice highlighted in the report and with our strong commitment to keeping everyone involved in Cathedral life in any way, as safe and secure as we are able.

The Very Reverend Jane Hedges

Dean of Norwich

February 2020