

## Salisbury Cathedral Safeguarding Policy

### ***Definitions:***

- A child is defined as anyone under the age of 18 years;
- A young person is further defined as anyone between the ages of 16 and 18 years old;
- Adults at risk are defined as anyone who is aged 18 or over who, by reason of mental or other disability, age, illness or other situation is permanently, or for the time being, unable to take care of themselves, or to protect themselves from significant harm or exploitation;
- “Regular” contact means at least once a week;
- Protecting children and adults at risk means: preventing physical, emotional, and sexual abuse; ensuring their physical safety and enabling them to feel secure and cared for.

### ***Policy Statement:***

We have a legal, moral and spiritual responsibility for children, young people and adults at risk, and their welfare is paramount in all areas of Cathedral life. Our ambition is to create a wholly safe environment within which our welcome to all is matched by proper and effective safeguards.

Clergy, lay staff and volunteers who work within the organisation and/or as part of the congregation are required to follow good policy and practice to ensure that children, young people and adults at risk are safeguarded and nurtured physically, emotionally and spiritually. Chapter has formally accepted the House of Bishops safeguarding policies and committed to fully following all of the House of Bishops and Salisbury dioceses’ requirements. High professional standards will, therefore, be maintained in all worship and all pastoral, counselling, educational, and recreational situations involving children, young people and adults at risk whether this be in person or on-line.

To facilitate this all clergy, lay staff, volunteers and members of the congregation working with or seeking to work with children, young people and/or adults at risk will be properly recruited, screened, trained and supported. Applicants to such posts will only be appointed subject to an enhanced DBS check.

### ***Designated persons:***

The Cathedral’s Safeguarding Adviser is Jackie Molnar, Executive Director and Chapter Clerk. Her responsibilities include:

- Developing guidelines for each relevant department;
- Organising training for appropriate staff;
- Assessing the Cathedral’s premises for the safety of children, young people and adults at risk on a regular basis;
- Checking that Cathedral organised transport of children, young people or adults at risk is suitable and insured and that the driver is appropriate;
- Ensuring that high levels of awareness of the issues exist throughout the organisation and all clergy, lay staff and volunteers have a copy of this policy;
- Carrying out an annual review of the policy, and making any necessary recommendations to the Dean and Chapter.

The Cathedral's Safeguarding Adviser is supported by three Safeguarding Officers; Andrew Baker, a Verger; Jill Horsburgh and Sarah Smith, members of the Cathedral's congregation.

### **Complaints/concerns**

All allegations of abuse and matters of concern will be taken seriously, investigated and any necessary appropriate action will be taken.

The Cathedral will collaborate fully with the statutory and voluntary agencies concerned with abuse of children, young people and adults at risk and will conform to the expectations of all relevant legislation and Church of England guidelines. The Cathedral will not pursue its own investigations independently but work with the Diocesan Safeguarding Adviser and, where appropriate, the Cathedral School, also referring matters to the appropriate statutory authorities when necessary.

In the event that an individual who is on the sex offenders register or known to the police becomes a regular member of the congregation the Dean will be advised and will inform the clergy and other relevant key personnel. The Dean will also ensure, in conjunction with the Safeguarding Adviser, that appropriate safeguards are put in place and that these are communicated to the relevant persons.

Complaints, allegations of abuse or concerns about a particular incident or individual should always be immediately reported to either the Canon in Residence, the Cathedral Safeguarding Adviser, or one of the Safeguarding Officers. Principal responsibility for Choristers lies with the school and so any concerns or complaints should be raised directly with their Designated Safeguarding Lead.

Contact information for those detailed above can be found on the staff notice boards and community forum notice board.

July 2016  
To be reviewed July 2017