

Birmingham Cathedral Safeguarding Policy Statement

This policy statement on safeguarding children and adults in the Church was adopted by Birmingham Cathedral Chapter at a Chapter meeting held on 25 July 2023.

Birmingham Cathedral Chapter recognises the need to safeguard the children, young people and adults in our care and guard against the possibility of any form of abuse of children, young people and adults by persons who may be acting in the name of our parish. We aim to create a safe environment for the nurture and development of children, young people and adults, in order for them to feel valued and confident to ask for support and help. We will create policies and procedures that uphold the importance of our responsibility to protect and safeguard the welfare of children, young people and adults entrusted to our care. A Parish Safeguarding Co-ordinator will be appointed to ensure the implementation of this policy.

- We commit to providing a safe physical environment for work with children, young people and adults
- We recognize that everyone has different levels of vulnerability and that each of us may be regarded as vulnerable at some time in our lives.
- As members of this parish we commit ourselves to respectful pastoral care for all adults to whom we minister.
- We commit ourselves to the safeguarding of people who may be vulnerable, ensuring their well-being in the life of this church.
- We commit ourselves to promoting safe practice by those in positions of trust.
- The parish commits itself to promoting the inclusion and empowerment of people who may be vulnerable.
- We commit to informing the whole church community about our safeguarding policy and procedures and recognise that it is the responsibility of each of us to prevent and report abuse that we discover or suspect
- We will ensure the children, young people and adults in our care know who they can talk to if they have any concerns
- We recognise our responsibility to always respond to and report abuse in whatever context, inside or outside the church environment and will always listen to and take seriously any child, young person or adult who reports that they have been abused
- We will always report allegations of abuse and concerns about a child, young person or an adult who is experiencing or at risk of abuse due to their, illness or disability in accordance with our procedures
- We will always report all allegations of abuse against Church Officers* to the appropriate statutory agency and to the Bishop's Safeguarding Adviser and co-operate with any investigation
- We will keep all records in relation to safeguarding concerns, allegations and the recruitment of volunteers and paid workers securely
- We commit to the safe recruitment of all new and current Church Officers* who have contact with children, young people and adults experiencing or at risk of abuse due to their, illness or disability.

- We will assess all new and current Church Officer* roles and, in every case where the role is deemed to be eligible, apply for an appropriate level criminal record check every five years
- We commit to providing every Church Officer* with clear instructions and information in respect of their role, adequate resources and support and regular opportunities for review
- We will ensure that all Church Officers* working with children, young people and adults experiencing or at risk of abuse due to their age illness disability or are in a trusted role attend Church of England safeguarding training every three years
- We will inform the Bishop's Safeguarding Adviser, and ensure appropriate supervision, of anyone who is known to have offended against a child, young person or an adult at risk of abuse due to their age, illness or disability who attends activities organised by the Cathedral and will follow all recommendations of the Bishop's Safeguarding Adviser in this regard
- We require all hirers of our premises to have their own safeguarding policy and procedures, to provide us with an assurance that these are implemented and to provide us with a copy
- The parish adopts the policy and practice guidance of The Church of England and The Church of England – Birmingham
- The policy will be reviewed each year to monitor the progress which has been achieved
- We will review our safeguarding policy annually to ensure that it meets all current legislation, House of Bishop's and The Church of England – Birmingham policies and practice guidance
- Each person who works with vulnerable people will agree to abide by these recommendations and the guidelines established by this church.

This Cathedral appoints **Stephanie Haynes** to represent the concerns and views of vulnerable people at our meetings and to outside bodies **as the parish safeguarding co-ordinator**.

This Cathedral appoints **Anna Pitt** to represent the concerns and views of vulnerable people at our meetings and to outside bodies **as the deputy parish safeguarding co-ordinator**.

This Cathedral appoints **Emma Kupsa** as a **lead parish identity verifier** to process online Disclosure and Barring Service applications

Incumbent: The Very Reverend Matt Thompson

Date: 25 July 2023

** A 'Church Officer' is anyone appointed by or on behalf of the Church to a post or role, whether they are ordained or lay, paid or unpaid.*