

## 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 10 July 2024.

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 commit ourselves by adopting safe working practices by all Church Officers\* to the safeguarding, wellbeing, inclusion and respectful pastoral care of all to whom we minister.
- We commit ourselves to promoting safe practice by Church Officers\*.
- 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 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 and ongoing review of DBS requirements.
- 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 Diocesan Safeguarding Officer, 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 Diocesan Safeguarding Officer in this regard.
- We require all hirers/users 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.
- 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 cathedral.

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: 10 July 2024

*\* 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.*