

Diocese of Leicester
Diocesan Safeguarding Oversight Group Annual Report 2022

This report was received and discussed by Bishop's Council on 16 January 2023

1. Independent Chair's Introduction

The public context for safeguarding work remained very tough in 2022 with the so called 'cost of living crisis'. As a new report published by the Institute for Public Policy Research shows these problems have been building over a number of years, and reflect more deep rooted inequalities in society, and warns that the "UKs deep health inequalities and ineffective policies means people are living shorter lives, with more years spent in poor health, and face greater barriers to staying and getting into work" (<https://www.ippr.org>). Save the Children which normally works in developing countries, has handed out over 2000 grants to low income families in the UK over the past year (Guardian Newspaper, 22nd December 2022, Poverty).

a. Past Cases Review 2 (PCR2) and Independent Inquiry into Child Sexual Abuse (IICSA)

As you will be aware after much delay the PCR2 and IICSA reports were finally published at the end of last year. I will not go into the detail here as they are covered elsewhere in the Annual Report. There are many overlapping issues in both reports.

But I think 3 themes are worth highlighting from IICSA;

- **improve public awareness of the scale of CSA-** IICSA concluded that the true number of child sexual abuse cases nationally is likely to be much higher than currently identified, indeed the figures produced are quite shocking, and they point to the lack of a coherent national data set and the quality of record keeping; the latter of which is highlighted in the Church's PCR2. In short we are not picking-up on all cases out there. The report evidences the recent explosion of on line abuse as proof that this is not an historic problem.
- **impact on victims and survivors-** contributors to the 2 reports described the long term harm sexual abuse had caused to their education, employment, relationships, health and well-being. The number of potential barriers to reporting abuse, and when they did report them, many disclosures were ignored.

"As a young person, I didn't have the courage to reach out to friends, School. I needed someone to reach out to me". Quote from a survivor. Leicester Diocese local PCR2 report.

- **common themes-** IICSA explored a range of institutions, to identify similarities and patterns, which have been distilled through the inquiries individual investigations and included issues of leadership, deference and accountability. Institutions put protecting themselves above protecting children. In religious settings 'deference and obedience could prevent or

inhibit reporting of allegations, and contributed to the abuse of power by those exercising leadership or authority.’

b. National Developments in Safeguarding

As part of the Church’s response to implementing recommendations from the IICSA report in October 2020, the General Synod committed to a more victim and survivor centred approach to all survivors of church-related abuse. This included making arrangements to provide redress. A project team and Board was established in 2021, and is working to develop the national scheme, and build on the learning from the Interim Support Scheme. While there has been some consultation with victims and survivors, I understand the plan is to consult Dioceses and other religious settings in 2023. This is an issue with potentially very significant implications, not least financial, for dioceses, eg principle of subsidiarity.

c. Workload and capacity of the Safeguarding team

The PCR2 reports highlighted the progress which safeguarding teams have made in recent years, reflecting the strengthening of personnel within the safeguarding team, and enhanced procedures developed by the national Church. However as the awareness of safeguarding has risen in the Church, so has the demand on Safeguarding teams; as the IICSA report suggests this is likely to increase in future years. In Leicester the Independent Reviewer and my observations over the past 4 years, is that there is now a need for additional capacity and resources to keep pace with rising demand, and to ensure that current progress is maintained across all church settings. **Recommendation 12 from the National PCR2 report requires Dioceses to undertake a review of safeguarding resources and capacity to ensure they are sufficient; led by the Bishop.**

As you may be aware this will be my last meeting as Independent Chair, and I would like to take this opportunity to thank the Bishop’s Council for all its support over the past 4 years, and to welcome my successor Adrienne Plunkett. Most importantly for your continued commitment to making the Diocese of Leicester a safe place for all members of its community.

David Cooper
Independent Chairperson-DSOG
January 2023.

2. Purpose and Summary

This annual report covers the activity of the Diocesan Safeguarding Oversight Group and the Safeguarding Team in the 2022 calendar year. Its purpose is to provide an opportunity for Bishop’s Council to understand better the safeguarding work that is undertaken; to be assured that the Independent Chair and external members of DSOG are satisfied that safeguarding provision in the Diocese is adequate and that they have an opportunity to raise any concerns; and to prompt the Council to discuss matters raised in the report and consider any necessary action. The report is also intended for publication on the diocesan website.

The report covers the context in which safeguarding takes place at national, diocesan and local level. It covers major developments in safeguarding – this year largely focused on PCR2 and IICSA. It also provides information about the following: the work of DSOG during the year; casework; training; engagement with parishes; Leicester Cathedral; strategy development; and culture change.

3. PCR2

The PCR2 report for the diocese was submitted on 10th December 2021 and was approved by the national PCR2 Board in February.

It was originally anticipated that the national PCR2 report would be published in late May 2022. This was then delayed until July and put back again until the Autumn. The national PCR2 team requested additional information from all dioceses in relation to the case statistics they had submitted. These delays were frustrating but the national PCR2 team had sought agreement from all dioceses that the publicising of diocesan reports and the general publication of executive summaries of these reports, was best if aligned to the publication of the national report.

In May the PCR 2 Reference group which was made up equally of diocesan and external representatives took the decision to recommend to Bishop Martyn to publish the Leicester PCR2 report in full. This recommendation followed a substantial piece of work to address any concerns relating to the proposal, including GDPR issues and the jigsaw identification of those who came forward to speak to the independent reviewers. Bishop Martyn was clear in his support for the plan to publish the local report in full.

The Leicester PCR2 report was finally published alongside the national PCR 2 report on October 5. Bishop Martyn recorded a message expressing his thanks to those who had been willing to come forward and speak to the independent reviewers about their experience of how church related abuse was handled. He echoed the apology made by the Archbishops of Canterbury and York for the Church's failures and pledged to push for the changes the review recommended. We were further indebted to one of those people who was willing to talk publicly at the time of publication, about their experience of the clergy discipline measure and how the bureaucracy they encountered was harder to deal with than the initial experience of abuse. They gave a powerful interview to BBC radio.

An action plan has been produced in respect of the report's recommendations and progress on this will be monitored by the Diocesan Safeguarding Oversight Group. This plan was published at the same time as the full local report and an executive summary. Copies of all these documents are available on the diocesan website.

[Survivors and victims contribute to Past Cases Review 2 Reports - Diocese of Leicester \(anglican.org\)](#)

The national PCR2 report contains 26 recommendations drawn from the 800+ recommendations in all the local diocesan reports. The National Safeguarding team will lead on some of these recommendations but DSOG has started work to review the implications of these for the safeguarding strategic plan and work plan.

Independent Inquiry into Child Sexual Abuse (IICSA)

The IICSA final report was published in October 2022, concluding 7 years work into how State and non-State institutions failed in their duty to protect children from sexual abuse and exploitation. The Inquiry conducted 15 investigations and 19 related investigation report. The Church of England was the subject of two investigation reports and IICSA also looked at safeguarding in other faith settings. The Inquiry heard harrowing testimony from over 7000 victims of child sexual abuse as part of its Truth Project. Victims and survivors spoke of the profound and lifelong impact of their experiences of abuse, on all aspects of their lives. They found the majority of these victims did not tell anyone at the time of their abuse; only 5% receiving a sympathetic response at the time.

The final report makes clear that child sexual abuse is not a problem consigned to the past, but is a national epidemic, with the internet and social media posing an unprecedented threat. In 2021 there were 67,675 reports of child sexual abuse in the UK, but it is believed that 500,000 cases is closer to what is actually happening each year.

Victims and survivors described feeling demeaned during child sexual abuse. AN-A117 described being “terrified” and “humiliated” by the bishop who forced him to masturbate in front of other boys. Oscar described the headmaster of his preparatory boarding school as “sadistic beyond comprehension”.

IICSA final report, from para 41, page 48

AN-A11 said that it was “very, very difficult” to be brought up with faith and to have it “shattered” by the men who sexually abused him.

IICSA final report, from para 23, page 73

This is a lengthy report and at the time of writing DSOG has only just begun engaging with it fully, starting at the meeting in December 2022. We expect that recommendations emerging from IICSA will have a significant influence on future direction of safeguarding in the Church and more generally. Many of the recommendations are aimed at central government, but some are more relevant for action by the Church, including mandatory reporting and raising awareness in church settings in order to protect children and ensuring everything is done to prevent people who might pose a risk from being in roles in church with children. We currently receive very few reports from children of sexual abuse, and we need to look at why that is and what we can do to listen well to children. This work links closely to the recommendations from our PCR2 about ensuring children in church settings have the tools to share any worries and improving our message to children about keeping them safe.

4. Responding well to victims & survivors of abuse

(i) National survivor survey launched to inform the CofE’s safeguarding work

In July a national survey of survivors and victims of abuse was launched by the Church of England to listen to their views on the development and implementation of its safeguarding structure.

Information about the anonymous survey which closed on 9 October was shared through direct contact with victims & survivors, church settings, in diomail, the diocesan website, as well as the national church website.

The survey was an opportunity to be involved in the development and implementation of a Church of England survivor engagement framework, this will set out how victims and survivors of abuse will inform the Church's work to develop and improve safeguarding.

It is anticipated that learning from the survey will inform a publicly accessible report, which will include key themes and next steps to develop the framework and will be published on the same webpage.

(ii) 'Responding Well' baseline survey

Whilst the independent PCR2 reviewers commented in their final report on the team's "high standard of work with the interests of the victims/survivors uppermost... supported throughout the diocese from a senior level down", the Responding Well to Victims and Survivors of Abuse" Baseline Survey completed in November by the team has identified that the diocese has work to do to ensure that it is fully implementing the Responding Well To Victims & Survivors Practice Guidance. This includes ensuring the provision of better information for survivors & victims at diocesan and local church setting level including for children, recruitment & training of support persons for victims & survivors and collecting feedback. We also want to explore how we can link further with those who contributed to the PCR2 report and the PCR2 survivor strategy, embedding it as the diocesan survivor strategy.

<p>'I came from a socially deprived family the church was family, I now know I was groomed.' Quote from a survivor. Leicester Diocese local PCR2 report.</p>
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5. Safeguarding in local contexts

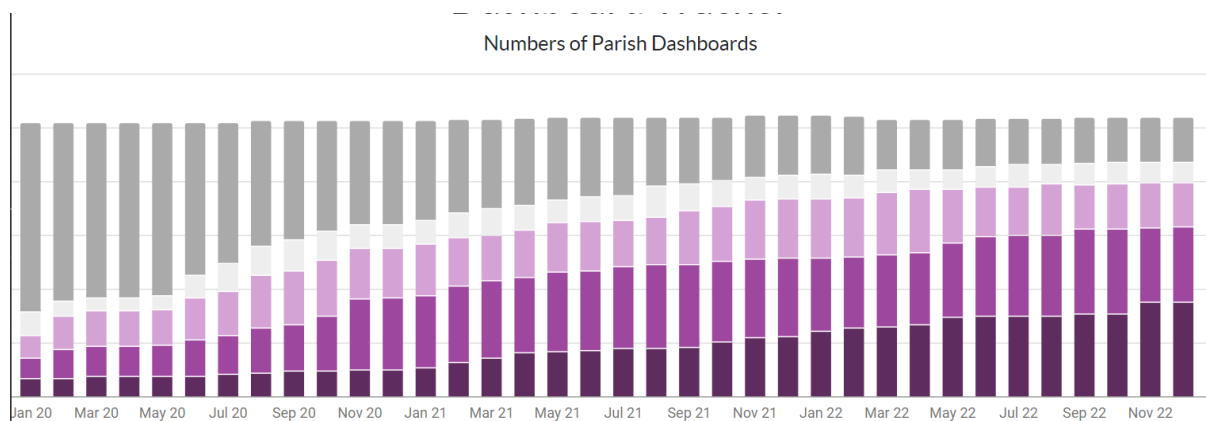
Most safeguarding work happens on the ground in church settings and a lot of the team's work revolves around liaison with local people. We are aware that many churches are providing practical and emotional support through lunch clubs, Foodbanks, debt crisis counselling and warm spaces and find themselves responding to people in crisis and experiencing unprecedented hardship. The team are working hard to re-establish previous levels of contact with church settings including the provision of relevant training and support to safeguarding Coordinators and those in key roles.

6. Dashboards

The number of church settings who have been allocated their safeguarding dashboards continues to increase but at a much slower rate. It is now 83% (218 out of 258 up only 10 from last year). Peter Holloway, Assistant Diocesan Safeguarding Adviser, has been approaching individual Safeguarding Coordinators to encourage them to take up their respective dashboards. This has shown up vacancies in Safeguarding Coordinator roles, interregnums where there is no Vicar to encourage the Safeguarding Coordinator and also reluctance too. Of the last four parishes approached, only one has subsequently signed up. We are committed to chasing up all the outstanding parishes but this will clearly be uphill work.

The improvement in those already using the dashboards has been stronger. Since 2021 the number of Parishes reaching Level 3 levels has increased from 24% (64) to 33% (88).¹

The rate of take up and compliance is showing some differences across the Deaneries with Framland and Launde still being markedly lower in both aspects. The information from the dashboards needs to be treated as an indicator rather than fact though. If Children’s Work is not documented on the dashboards that does not necessarily mean it does not exist. The volunteers may have been Safer Recruited and Safeguarding trained but again simply not have been documented on the respective dashboard. The dashboards place a lot of trust in the Safeguarding Coordinators to update them accurately. There is an ongoing debate about what should be communicated as the “expected” level of compliance which is not counterproductive to often hard-pressed Safeguarding Coordinators. At the moment the diocesan wide average percentage level of compliance is 53%. This clearly needs to improve.



¹ These are Parishes which have fully utilised all 3 dashboard levels, to address Level 3 “Safer Practice” aspects of Parish Safeguarding including, hire agreements, data protection and non mandatory training on top of; Level 2 “Safer Activities” requirements for Safer Recruitment procedures, mandatory Safeguarding Training, risk assessments and appropriate insurance and; Level 1 “Safer Foundations” covering safeguarding governance by the PCC’s, PSC responsibilities, Churchwarden responsibilities, adoption of policies and displaying of safeguarding information.

- Level 3
- Level 2
- Level 1
- Level 0
- Unused

Two more Benefices have requested their Parish Safeguarding Dashboards be rolled into a single Benefice Dashboard making a total of four in the Diocese. These have Benefice wide meetings to address Safeguarding requirements. I expect more to follow as the Minster model is rolled out but for now a facility has been added which allows a Safeguarding Coordinator who holds 4 dashboards for 4 small parishes to “link them” and to then be able to tick off an individual item (e.g. “Safeguarding Posters are displayed” on all 4 of their individual parish dashboards item by item rather than having to access each dashboard to tick off the same item 4 different times. This saves a lot of time and may for now reduce requests to amalgamate Parish Dashboards into Benefice Dashboards.

7. National context

Alexander Kubeyinje was appointed as the national church’s Director of Safeguarding and started work in September. He has arranged to meet with survivors as one of the key aspects of his first few months in the role. Zena Marshall, who was Interim Director, has returned to her role as Deputy Director (Casework).

As would be expected, interaction with the national team this year has been heavily focused on preparations for the publication of the PCR2 report. Publication of the national report had initially been expected to be published in May, but this ultimately took place in October. The diocesan Safeguarding Team was in regular contact with the national team from January onwards, responding to questions about our own data and report, as well as about plans for publication.

Part of the national context is the exploration of the regional model² which has progressed this year with the appointment of several posts connected to the project. The pilots include two regional and one non-regional clusters, with participating dioceses known as Pathfinder dioceses. One aspect of this project is the development of a QA framework and two members of the national team, Sam Nunney, Research and Evaluation Lead, and Katie Dench, IICSA Business Change Specialist, spoke about this to the diocesan Quality Assurance and Review Sub-Group in November.

² The regional model refers to the ongoing project to implement the Church of England’s response to IICSA recommendation 1 from the report into safeguarding in the Church of England. This involves the appointment of Diocesan Safeguarding Officers who have oversight from the National Safeguarding Team. Further information is available at section 4 of the June 2022 report to General Synod which can be found here: <https://www.churchofengland.org/sites/default/files/2022-06/GS%20Misc%201320%20NST%20update.pdf>

Work has continued on the development of Practice Guidance with a response being sent in relation to consultation on the Learning Lessons Case Reviews draft guidance.

The diocesan Safeguarding Team has taken advantage of training opportunities offered by the national team, with Rachael Spiers, Diocesan Safeguarding Adviser, and Pete Holloway, Assistant Diocesan Safeguarding Adviser, both attending Risk Assessment training & Trauma Informed practice training. Along with Bishop Martyn, Bishop of Leicester, & Bishop Saju, Bishop of Loughborough, they also attended training offered on spiritual abuse & healthy church cultures.

The Independent Safeguarding Board (ISB) was set up in 2021, following a decision by the Archbishops' Council and House of Bishops in 2020 to support the development of an independent structure to deliver professional supervision and quality assurance across its safeguarding activities. An initial report to General Synod in February 2022 said that the Board believes the Church is sincere in its desire to improve safeguarding but that there is still a need for significant improvement. In August 2022 it was announced that Maggie Atkinson, Chair of ISB, had been asked to step aside whilst the ICO investigates a complaint about data breach.

Work has continued on the development of a national redress scheme. We await further information about this, but, as noted in the Chair's introduction, it is possible that there may be financial implications for the Diocese.

8. Safeguarding Training

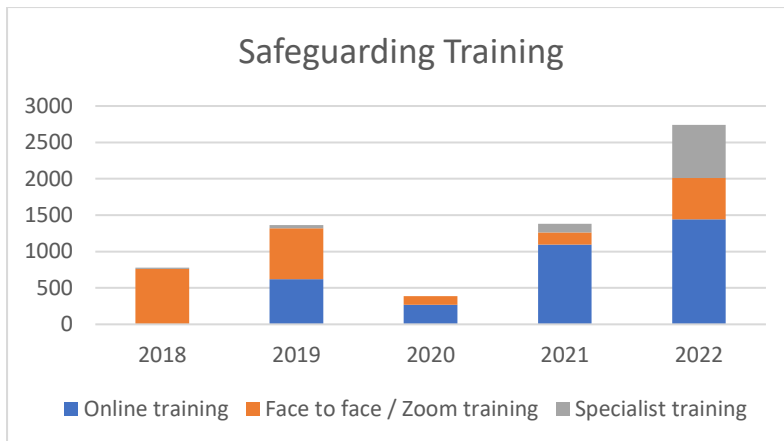
We were delighted to have Louise Warner join the diocesan safeguarding team as Safeguarding training officer on a full-time basis, in January this year.

There has been an increase in the take up of safeguarding training across all courses this year. Most conspicuous of this general trend, has been the 330% increase in those who have undertaken training relating to domestic abuse in 2022, compared to the total number since 2016. This could be due to a range of factors: the availability of the training online, a drive to get people to undertake this training but also a greater awareness that this is required training for a wide range of roles. The requirement for PCC members to do this has proved controversial and it is hoped that this will be addressed in some way by a planned film from Bishop Martyn in 2023 to support the message that safeguarding is God's love in action.

Louise has also started catching up with people who have not been able to engage with training online, with the provision of locally delivered training. We plan to recruit volunteers to support people in the face to face sessions.

The induction course for new safeguarding coordinators has also been offered this year. We hope to build on this with other networking opportunities for coordinators and the safeguarding team.

We are keen to build further on work by Louise and our admin team to track compliance, course work deadlines and send reminders when safeguarding training needs renewal.

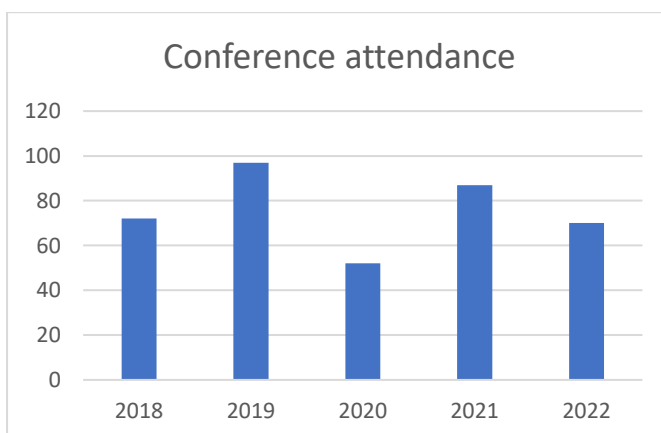


9. Autumn Safeguarding events

It was hoped that the annual Safeguarding Coordinators service of thanksgiving planned for 21 September would start a series of events, but it was necessary to postpone this given its proximity to the Queen's funeral and related services.

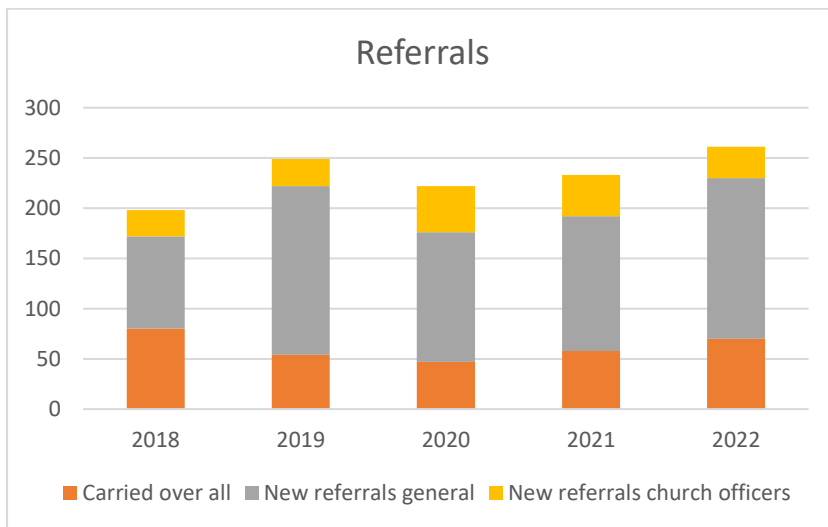
Our plans for a Safeguarding Season in partnership with the Cathedral in October and November stalled due to difficulties linking with providers around events and the impact of PCR2. We plan now to convene some webinars in the new year aimed at raising awareness of a range of different safeguarding related topics, highlighting resources and how best to help and signpost people.

70 safeguarding coordinators and incumbents attended the annual safeguarding Coordinators' conference in November which focused on healthy church cultures. Sarah McBride, our guest speaker from Thirtyone:eight, spoke about how creating environments in which everyone is safe and can flourish is fundamental to our purpose as a Church, what this might look like, and how we can help implement healthy church cultures. The feedback from this session was very positive. The team provided updates including about dashboards, safeguarding training and Responding well to victims and survivors of abuse Practice guidance.

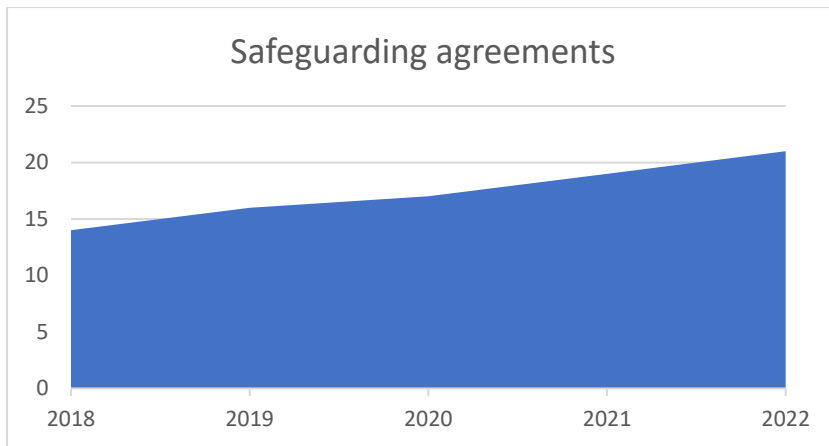


10. Casework

Responding to concerns and providing advice to those in church settings remains a key part of the work of the team, this can range from one off phone calls to months of work and involvement with statutory partners. Referrals to the team in 2022 have returned to pre pandemic levels. The large majority of referrals remain about adults, with key areas relating to sexual abuse (reports of non-recent abuse and adults posing a risk) and health & welfare concerns, including the impact of debt and homelessness on mental health.



We currently have 19 agreements in place to manage those potentially posing a risk in church settings. It is important to also highlight the huge breadth of situations that advice is sought from the team about, including suicide attempts, self-harming, stalking, obscene calls, begging, hate crime, contact issues, alcohol misuse, disclosures in funeral planning, cuckooing, isolation of elderly people, financial abuse, dementia and blemished DBS certificates. The different professional backgrounds of the DSA and ADSA are invaluable in responding to these concerns.



The IRs [Independent Reviewers] found the Safeguarding Team to be dedicated, professional and, committed to producing a high standard of work with the interests of the victims/survivors uppermost, this is supported throughout the diocese from a senior level down.

Quote from Leicester Diocese local PCR2 report.

11. Safeguarding Strategy

One of the key tasks of 2022 has been to develop a safeguarding strategy for the next five years. The previous strategy period was largely dominated by the pandemic and the demands of PCR2. As we emerge from the pandemic and PCR2 reaches an end, this has been an opportunity to assess what strategic priorities should look like for the coming years.

A small group comprising David Cooper (Independent Chair), Ruth Lake (Leicester City Council) and David Monteith (Dean of Leicester) developed a top level framework for the strategy, which has identified the following priorities, drawing a distinction between core and development work:

Core priorities

C1 Governance and Assurance

C2 Strengthening Everyday Business

Developmental Priorities

D1 Engagement with our diverse communities

D2 Prevention

D3 Enabling a Safe, Learning Culture

D4 Further engagement with existing and new external partners

Building on this framework, Rachael Spiers and Andy Brockbank, Director of Operations and Governance, have then set out in more detail what these priorities mean in practice. A business plan identifying actions, deadlines and people responsible for delivery has been developed for the first year of the plan 2022-23. A

business plan will then follow for each year in turn. The business plan incorporates the recommendations of the PCR2 report for the Diocese. The strategy was formally adopted by DSOG at its meeting on 1 June 2022.

Following on from the publication of the final IICSA report and the national PCR2 report, further work will now be needed to determine whether the strategy needs to be adapted for the changed landscape. DSOG is also concerned that some of the development work proposed within the strategy may not be possible with current staff resources.

12. Culture change

It is a truth universally acknowledged that, alongside improvements in safeguarding processes, systems, and casework, there is a real need for culture change around safeguarding in the Church. This has been spoken about for a long time and we have seen real signs of it as understanding of safeguarding has become more widespread and embedded across the Diocese. Up to now, however, assessment of culture change has generally been on subjective, somewhat anecdotal basis. Practice Guidance relating to Healthy Church Culture is now in place and this can provide, alongside any QA standards which the national church may introduce, some kind of benchmark to aim for.

Healthy church culture was the theme of the Safeguarding Coordinators' Conference in 2022 and more information about this can be found in the relevant section of this report. It was also a key focus of the nationally – led senior leadership training undertaken by Bishop Martyn & Bishop Saju, the Bishops leadership team and key diocesan staff in 2022.

'The misogynistic behaviour of clergy towards me; I was made to feel it was my fault because of how I looked. I was told I would be good for the parish with legs like that. I would draw in the parishioners.' Quote from a survivor. Leicester Diocese local PCR2 report.

One of the key points that emerges reasonably regularly in relation to culture is the issue of deference in the Church: the tendency to defer to authority figures, particularly those who are ordained. One area in which people in the Church can show awareness of the danger of deference is in reducing the use of titles (Bishop, Dean, Archdeacon, Reverend, Vicar) particularly where these are only applied to clergy, but lay people are not treated in the same way. Members of Bishop's Council and others who see this report are encouraged to consider ways in which they may be able to reduce the use of symbols of power such as titles in order to aid the development of a healthier culture.

13. DSOG

There have been several changes in the membership of DSOG over the last year. Mark Cuddihy retired from Leicestershire Police and therefore attended his last DSOG meeting in June. He has now been replaced by DI Kevin Brown as from September. Jemima Wright from De Montfort University has indicated that she is no

longer able to attend and it seems sadly that the University is not able to offer a replacement. David Monteith has now moved to become Dean of Canterbury; Karen Rooms, the Acting Dean, will now join DSOG until a permanent replacement is appointed. We are also seeking 2-3 Safeguarding coordinators to join DSOG.

Finally, we bid farewell at the end of 2022 to David Cooper who has served as Independent Chair for the last four years. Following a recruitment exercise we are pleased to announce the appointment of Adrienne Plunkett as the new Independent Chair from January 2023. Adrienne was able to attend the December meeting of DSOG as part of her induction and we look forward to working with her.

DSOG continues to meet quarterly. Meetings cover a range of issues related to safeguarding. PCR2 and the safeguarding strategy have taken up a lot of time this year, but it has still been possible to have in depth discussions of at least one major review or other relevant topic at each meeting. In 2022 these have been as follows

- Independent Lessons Learned Review (incorporating an Audit of Safeguarding Arrangements) concerning Jonathan Fletcher and Emmanuel Church Wimbledon – March
- CDM tribunal – June
- Learning Lessons Review London Diocese (Fr Alan Griffin) – September
- IICSA report – December

One point which emerged from discussion of the 'Griffin Report' is the suggestion that it would be helpful to create a LGBTQ+ forum as has been done in the Diocese of London.

We are grateful to all the external members of DSOG who have given of their time in 2022. In addition to those mentioned above, Ruth Lake (Leicester Safeguarding Adults Board) has been with us throughout the year and has contributed significantly, among other ways, to the development of the safeguarding strategy.

David Cooper as Independent Chair has taken part in the Midlands Independent Safeguarding Chairs Network, which was formed in 2021/22 to bring together a range of dioceses across the Midlands, and which meets 3 times a year to explore opportunities for joint working, best practice, and as a coordinated voice to the National church. Meetings are open to DSAs and have been attended by the Midlands Safeguarding Lead, and senior safeguarding figures.

14. Leicester Cathedral

Leicester Cathedral shut its doors at Epiphany 2022 and has subsequently been worshipping in three different buildings, as well as travelling around the Diocese for its 'Together With Leicester Cathedral' project. Its offices and general base for all activities remain in St Martin's House. As can be imagined, this required adaptation of all operational procedures, including safeguarding (and, indeed health and safety) arrangements. There is a good sense that the whole of this year's narrative has enabled a greater embedding of safeguarding within our culture.

The most complicated part of this has been around the Choir which, in its various manifestations – children, adults and mixed – has adapted well to moving around, but this has not been without its challenges. However systems were quickly well established and embedded, with good buy-in from choir parents. Recruiting enough choir chaperones remains a challenge, but regular music department staff backfill as required.

We have retained a small volunteer presence at St Martin's House but we've seen very little visitor footfall. When the Cathedral was open, we were often offering pastoral ministry to individuals, including some of the most marginalised in society. Our Chaplaincy retains a presence: the take-up is far less but we are considering how to develop our Chaplaincy for reopening. Staff at SMH and our own key staff have good information on signposting vulnerable adults to the right agencies for help and what to do if they have safeguarding concerns.

The Cathedral Safeguarding Group has a robust and dedicated membership, comprising key leads in different areas. They own a live, ongoing RAG rated Action Plan. We do refer to the Parish Dashboard system as well. We are very fortunate to have continuity in the form of our two Safeguarding Co-ordinators who input very actively into policy, processes and review.

Following successive lockdowns we made a big push in insisting staff and volunteers alike renewed their training at the appropriate required levels. Indeed, many were coming out of date. We continue to recruit using safer recruitment processes, with training becoming a natural part of induction.

Finally, you may be aware of the Cathedrals Measure, which is a huge shift of Governance, including requiring all Cathedrals to seek full charity status. A lot of work is going into this across the spectrum of all our committees, systems, policies and procedures. As part of this we recently reviewed and updated our Safeguarding Policy and will do the same to our published Safeguarding Procedures early next year. We remain totally committed to the alignment with both the Church of England and the Diocese regarding policy and practice and are most grateful for the SLA we hold with the Diocese to provide us with the professional support of the DSA and team.

Alison Adams, Canon Pastor, December 2022

15. Conclusion

This report concludes with both reassurance and challenge. A lot of work has been done in safeguarding in 2022 both nationally and in the Diocese. Progress continues to be made. The local PCR2 report for the Diocese is complimentary about the safeguarding work undertaken here:

*The quality of work by both the Lead DSA and Assistant DSA is very good. ...
The Lead DSA and Assistant DSA have a clear understanding of their roles
recognising the uniqueness of their positions.*

However, the very upsetting testimony of survivors as reported by IICSA, through PCR2 nationally and locally, and in conversation with the ISB show how much work there is still to do to make the Church as safe as it possibly can be. The report from the ISB to General Synod in February 2022 highlights a range of failings reported by survivors including:

Slow, institutionally defensive responses, with the person making a disclosure often disbelieved, alongside a continued sense that “institutions” and the potential of upset for the accused matter more than, rather than as much as, the person making disclosures.

Our local PCR2 report is complimentary about the standard of casework, but it should be noted that as the DSA and Assistant DSA are drawn into more strategic matters and less able to deal with pure casework, so resources are stretched at a time when the demands continue to grow. The national PCR2 recommendation 12 calls for dioceses to review safeguarding resources and this is something the Diocese will need to grapple with in the near future, at a time of great financial challenge.

We also need to remember that ‘safeguarding is everybody’s business’ is more than just a catchphrase. All of the people in all of our church settings need to be part of helping to ensure the safeguarding of all people. This is not just a compliance exercise; it is integral to our mission.

Finally, noting the quotes from survivors which punctuate this report, we must end by paying tribute to the courage of all those who have come forward to talk to PCR2 reviewers and to IICSA. We must learn from them to ensure that the failures of the past are not repeated.