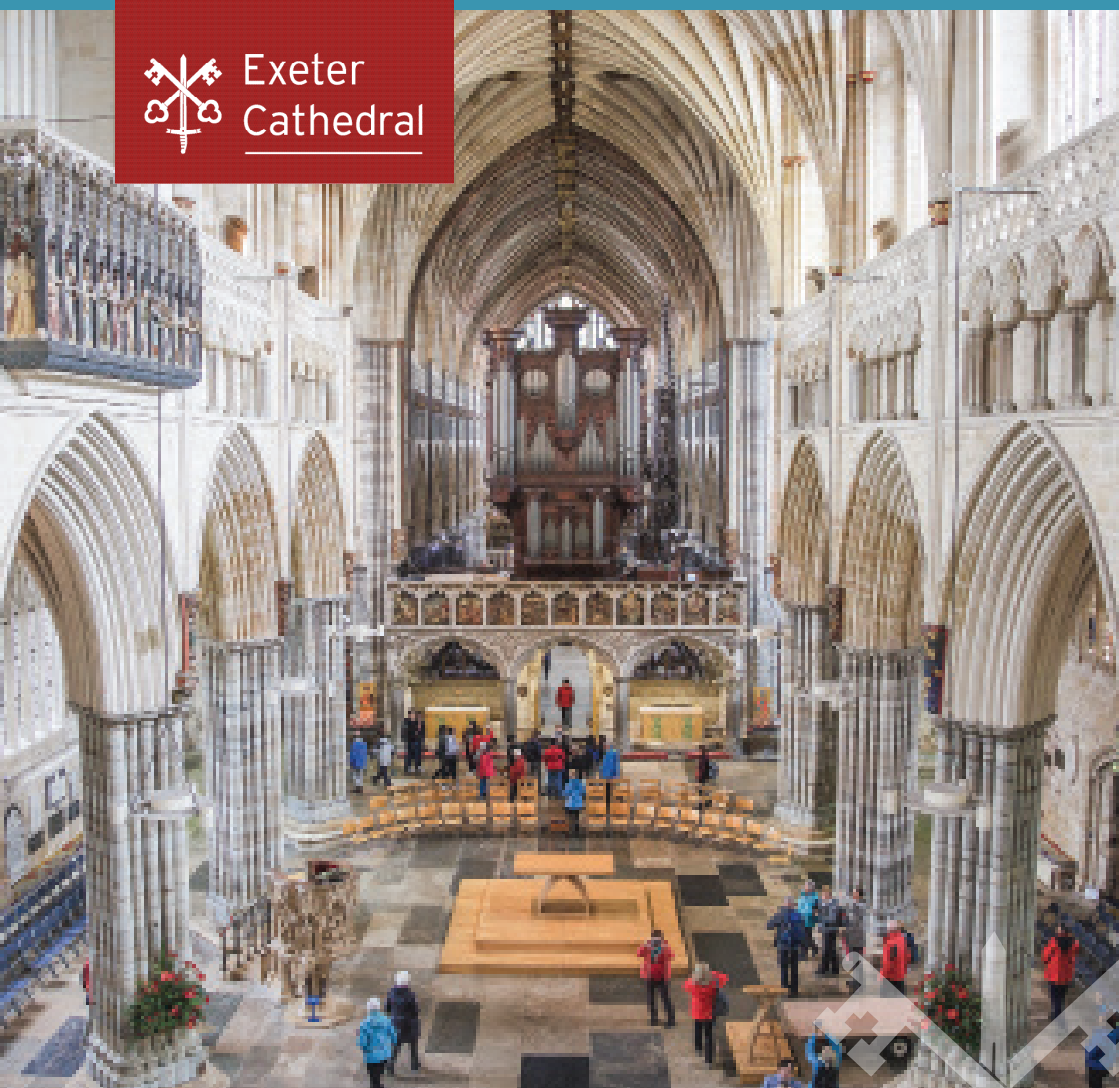




Exeter
Cathedral



Safeguarding Guide for Staff & Volunteers

Version 1.3
Updated: 22.07.2025



Safeguarding is everyone's responsibility

Exeter Cathedral's Chapter is fully committed to safeguarding. It ensures that appropriate steps are taken to maintain a safer environment for all to practice fully and positively Christ's ministry towards children, young people and vulnerable adults, and to respond sensitively and compassionately to victims and survivors.

This guide sets out our commitment to safeguarding and how safeguarding forms part of our daily lives.

What does safeguarding mean in our Cathedral?

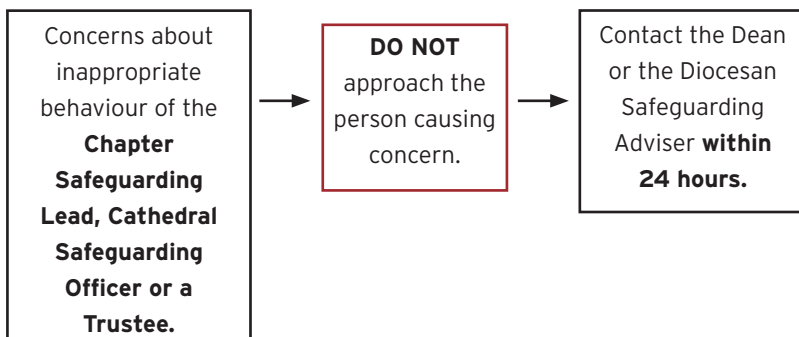
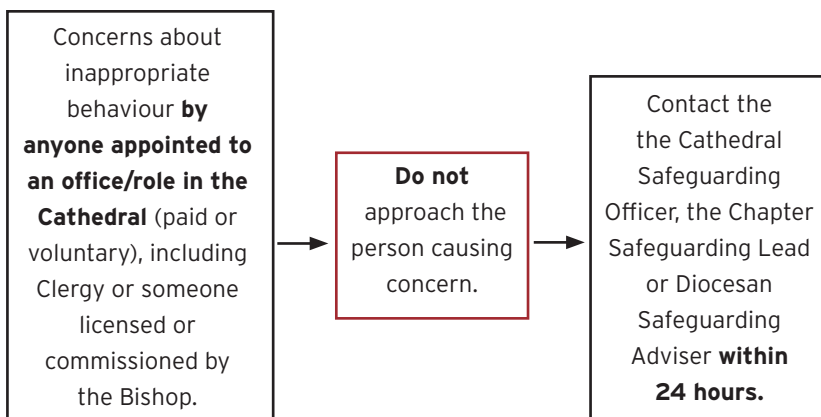
The care and protection of children, young people and vulnerable adults involved in Cathedral activities is the responsibility of everybody who participates in the life of the Cathedral. To keep everyone safe, we will:


- a. promote the welfare of children, young people and adults
- b. work to prevent abuse from occurring
- c. seek to protect those who are at risk of being abused
- d. respond well to those who have been abused
- e. take care to identify where a person may present a risk to others, and offer support to them whilst taking steps to mitigate such risks.

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Responding to safeguarding concerns



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1. If there is an immediate risk of harm, **please call 999.**
Do not delay!
 2. Immediately inform the Custos/Head Virger to co-ordinate the management of the incident.
 3. **Do NOT** approach the perpetrator. However, if it is safe to do so, remove anyone at risk of harm to a place of safety.
 4. **Do NOT** put yourself at risk, and carry out a personal risk assessment (refer to page 6).
 5. For disclosures of domestic or other forms of abuse, you may listen but inform the Custos or the Cathedral Safeguarding Officer of your concerns.
 6. The Custos/Virger to contact either of the following, including out of hours and at weekends:
Chief Operating Officer (COO), Catherine Escott, or
Chapter Safeguarding Lead (CSL) The Ven. Nick Shutt
 7. Record details of your concerns or the incident and actions taken. Any required referrals will be organised by Cathedral staff.
 8. For non-urgent safeguarding concerns please report your concerns as soon as possible to the Chapter Safeguarding Officer.

CONTACT DETAILS:

THE DEAN - The Very Revd. Jonathan Greener

Tel: 07867 528855 Email: jonathan.greener@exeter-cathedral.org.uk

CATHEDRAL SAFEGUARDING OFFICER - Sarah Reddington

Tel: 07482312299 Email: safeguarding@exeter-cathedral.org.uk

CHAPTER SAFEGUARDING LEAD – The Ven. Nick Shutt

Tel: 07739 988975 Email: safeguarding@exeter-cathedral.org.uk

CHIEF OPERATING OFFICER - Catherine Escott

Tel: 07914 901254 Email: safeguarding@exeter-cathedral.org.uk

THE CUSTOS/HEAD VIRGER - Thomas Mitchell

Tel: 01392 255573 Email: thomas.mitchell@exeter-cathedral.org.uk

Cathedral confidential safeguarding email address:

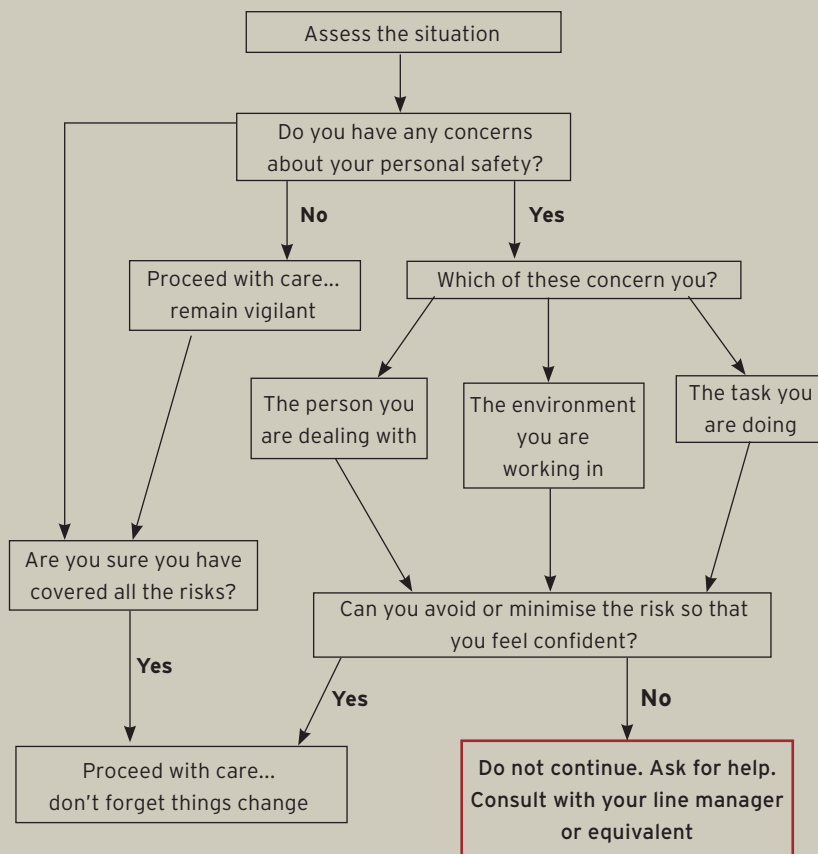
safeguarding@exeter-cathedral.org.uk

DIOCESAN SAFEGUARDING ADVISER (DSA) – Costa Nassaris

Tel: 01392 294929/07809 339501 Email: costa.nassaris@exeter.anglican.org

Personal risk assessment

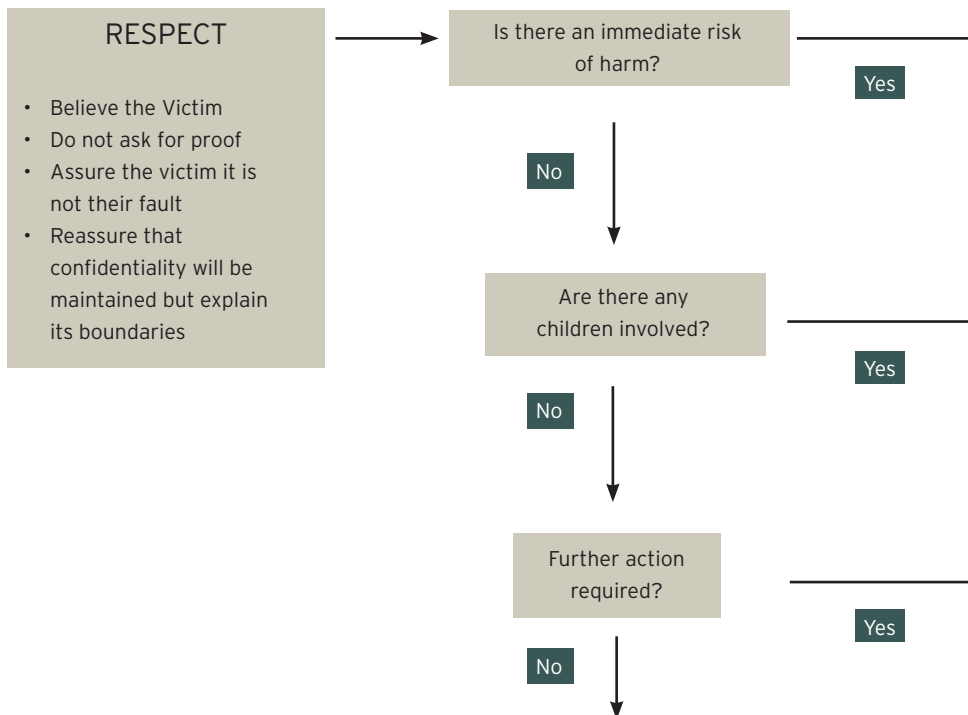
Use this to assess your environment, and your working practices, as well as for an instant assessment of a situation.



Source: From Personal Safety at Work, Suzy Lamplugh Trust 2006, revised 2008



Responding to disclosure of domestic abuse




Your time has been well spent. The victim will know that they can return to you for further help, that they have been believed and that they are not in the wrong.

You might not be able to offer other opportunities to come and talk.

You cannot make the victim of domestic violence or abuse take any action. The most you might be able to do is listen and provide information.


Ensure you record what you have been told as a safeguarding concern, make a record of your actions and/or advice. Date the record and keep it confidentially.



Call the Police.
Inform the Custos on
01392 255573



Discuss your concerns with the
Cathedral Safeguarding Officer on
07739 988975 or a
member of the Safeguarding
Support Team.*



Ensure you make a record of what you have
been told as a safeguarding concern.

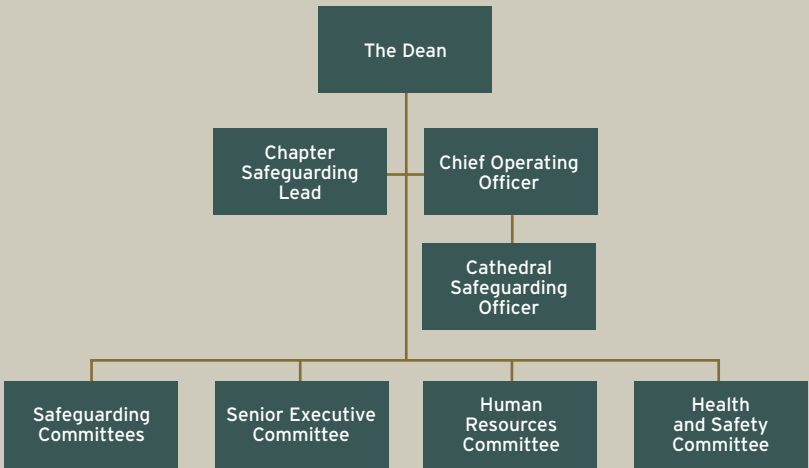
Note your actions and the name of the
person from whom you have sought advice.

Date the record and keep it confidentially.

Submit your report to the Custos or a
Virger, who will then follow process for
reporting a Safeguarding Concern.

** Please refer to page 25 for details of the Safeguarding Support Team.*

Exeter Cathedral's safeguarding governance framework



N.B. The Chapter Safeguarding Lead has no line management or operational responsibility as a non-executive member of the Chapter.

Exeter Cathedral's generic key safeguarding messages

Safeguarding message 1: *Everyone has a role in safeguarding*

Safeguarding is a collective responsibility. Each one of us has a part to play in creating a safe and welcoming environment. If you see something, say something - your vigilance can make a difference.

Intended impact:

1. **Promotes awareness:** Emphasises that safeguarding is not limited to specific individuals or roles but is the duty of everyone in the church community.
2. **Encourages vigilance:** Encourages everyone to be observant and proactive in identifying and reporting concerns.
3. **Fosters collective responsibility:** Helps build a culture where everyone feels accountable for the safety of others.

Safeguarding message 2: *Positive safeguarding stories*

Let's celebrate our successes in safeguarding! Through our collective efforts, we've created a safer environment for children, vulnerable adults, and all members of our community. Together, we've achieved a lot and there's more we can do.

Intended impact:

1. **Promotes positivity:** Shifts the focus from the negative aspects of safeguarding to the positive outcomes and success stories.
2. **Motivates participation:** Inspires and motivates by showing tangible results and benefits of efforts.
3. **Enhances morale:** Boosts morale by highlighting positive examples and improvements.

Safeguarding message 3: *Training and support are available*

Need help or unsure about a safeguarding issue? Training and support are always available. We are here to help you feel confident and equipped to handle safeguarding matters.

Intended impact:

1. **Reduces hesitation:** Encourages you to seek help and support, reducing the fear or uncertainty you might feel about dealing with safeguarding issues.
2. **Empowers and equips:** Ensures everyone knows that resources and training are available to help you understand and fulfil your safeguarding responsibilities.
3. **Creates a supportive environment:** Reinforces the message that the Cathedral is a supportive community where seeking guidance is encouraged and valued.

By sharing these simple, clear, and positive safeguarding messages, Exeter Cathedral can effectively promote and embed a culture of safety, vigilance, and collective responsibility.

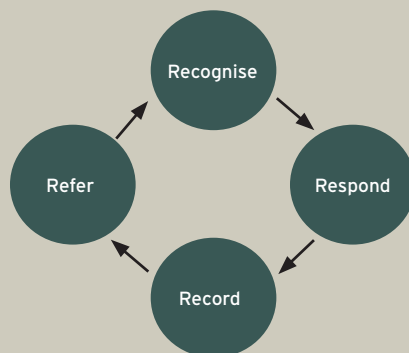
Our safeguarding core principles

We will adhere to the following key principles that underpin the Cathedral's approach to safeguarding practice:

- The welfare of the child, young person and vulnerable adult is paramount
- Integrity, respect and listening to all
- Transparency and openness
- Accountability
- Collaboration with key statutory authorities and other partners
- A commitment to the prevention of abuse
- The active management of risk
- Promoting a culture of informed vigilance
- Regular evaluation to ensure best practice

Responding & reporting a safeguarding concern

What to do if I am concerned about the welfare of a child/vulnerable young person/adult or I am concerned about perceived inappropriate behaviour of a church officer/member of staff or volunteer or member of the public:



What do I need to do?

The Four 'R's:

RECOGNISE - the signs that could indicate that abuse (see Appendix for *The Church of England Fact Sheet: Types of Abuse*) is happening or could indicate there is a risk of neglect.

RESPOND - sensitively and listen; do not investigate.

RECORD - what you have been told factually, using the words of the person who disclosed to you where possible.

REFER - immediately to either of the following: Custos, Virger, Cathedral Safeguarding Lead, Chief Operating Officer or another member of the Cathedral Safeguarding Officer or the Diocesan Safeguarding Team.

If there is an immediate risk of harm, then you should dial 999 or contact Children's or Adult Services directly, informing us afterwards.

1. SAFEGUARDING EMERGENCY/IMMEDIATE DANGER INCIDENTS/ DISCLOSURE OF DOMESTIC ABUSE

If either a child, vulnerable young person or vulnerable adult is in immediate danger or requires medical attention, including disclosures of domestic violence where there is an immediate risk of harm, please take the following steps:

- 1.1. **Immediately call the emergency services on 999. Do not delay!**
- 1.2. **Immediately** inform the Custos or a Virger.
- 1.3. The Custos and the Virgers have radios and can quickly alert other colleagues with radios and arrange access for emergency service vehicles if necessary.
- 1.4. The Custos/Virgers to contact either of the following, including out of hours and at weekends –
Chief Operating Officer (COO), Catherine Escott, tel: 07914 901254
or Chapter Safeguarding Lead (CSL), The Ven. Nick Shutt,*
tel: 07739 988975
- 1.5. Any required emergency referral to external agencies will be completed by the Custos/Virger in consultation with the COO or the CSL.
- 1.6. The COO or the CSL will liaise with the DSA and inform the Dean.
- 1.7. In the absence of the COO, CSO and the CSL, the Custos/Virger may seek advice from a member of the Safeguarding Support Team (please refer to page 25 for details), and/or the DSA.
- 1.8. Never put yourself at personal risk, and if you are unsure, please carry out the Personal Risk Assessment and advise your Volunteer Lead or the Custos where you have concerns (refer to page 6).
- 1.9. If the concern is about the actions of a member of clergy, staff or volunteer, the DSA **MUST** be informed as soon as possible.
- 1.10. A written report must be provided by the person/s who witnessed the incident and sent to the COO, CSO and CSL.

**The Ven. Nick Shutt is a non-executive member
of the Chapter and the Chapter Safeguarding Lead.*

2. NON-EMERGENCY SAFEGUARDING INCIDENTS

- 2.1. Any safeguarding concerns must be shared in a timely way so that they can be promptly addressed.
- 2.2. Please notify the Custos/Virger who will contact the COO/CSO.
- 2.3. Alternatively, you can email safeguarding@exeter-cathedral.org.uk to report your safeguarding concerns.
- 2.4. This email address can also be used to make safeguarding-related complaints or provide positive feedback. This is a confidential email inbox with limited access, which is automatically copied to the Diocesan Safeguarding Team. A joint decision is made by the COO, CSL and the DSA/DST how best to manage the concern/s expressed.
- 2.5. You can also use the safeguarding contact facility found on the Safeguarding page on the Cathedral's website (see Appendix for *Exeter Cathedral Safeguarding*). The contact link uses the same email address shown above in pt 2.3.
- 2.6. If your concern arises during a Cathedral-led activity, please discuss with the group/activity leader or the Custos or a Virger, who will follow the procedure for reporting a concern.
- 2.7. Where you have reported a perceived allegation of inappropriate behaviour, please do not contact the alleged perpetrator or anyone who may be implicated in the allegation or disclosure. You will be contacted by the person allocated to investigate the allegations.

3. SUPPORT

- 3.1. If you have been personally affected by any safeguarding-related incident or training, and you would like to talk to someone and get help, please speak to your Volunteer Lead/ Line Manager or to the Custos.
- 3.2. Alternatively, you may speak to The Ven. Nick Shutt: nick.shutt@exeter-cathedral.org.uk/tel: 07739 988975, or Sarah Reddington (CSO): sarah.reddington@exeter-cathedral.org.uk/tel: 07482312299
- 3.3. If you would prefer to discuss your safeguarding concerns with the DSA, Costa Nassaris, you can contact him at:
Email: safeguardingenquiry@exeter.anglican.org
Tel: 01392 294929/07809 339501
- 3.4. If your concerns are of a whistleblowing nature, please contact either one of our Whistleblowing Officers:
The Ven. Nick Shutt, email: nick.shutt@exeter-cathedral.org.uk/
tel: 07739 988975, or Jenny Ellis, a non-executive member of the Chapter. Jenny's email address is jenny.ellis@exeter-cathedral.org.uk

(initial contact with Jenny can only be made via email).

4. RESPONDING TO DISCLOSURE OF DOMESTIC ABUSE

4.1. RESPECT

- a) Believe the victim/be non-judgemental
- b) Do not ask for proof
- c) Assure the victim that it is not their fault
- d) Reassure that confidentiality will be maintained but explain its boundaries, i.e. that you will need to inform the Custos/COO/CSO/DSA of your discussions and concerns expressed.
- e) You cannot make the victim of domestic violence take any action. The most you might be able to do is listen and provide information.
- f) Realistic options for support would be the Police, women's aid, refuge, safe house etc.
- g) Any required referral would be undertaken by the Custos/CSO/DSA
- h) Where children are involved, the DSA must be informed.
- i) Ensure that you record the concerns expressed and your discussion. This record will be maintained and dealt with in a confidential manner.

5. ROLE OF THE DIOCESAN SAFEGUARDING ADVISER

- 5.1. The DSA will act in line with the House of Bishops' Safeguarding guidance.
- 5.2. They will offer advice, support and guidance and help to make the required referrals. Referrals will be made by the Custos or a Virger in consultation with the COO, CSO and/or the CSL.
- 5.3. If there is a risk of harm, the concerns must be reported to the statutory agencies within 24 hours of the CSO/DSA receiving the concerns. This would be Children's or Adult Social Care and/or the police. In this Instance, the DSA will make the referral.
- 5.4. There will be close communication between the DSA, the COO, CSO and the CSL until the situation is resolved.

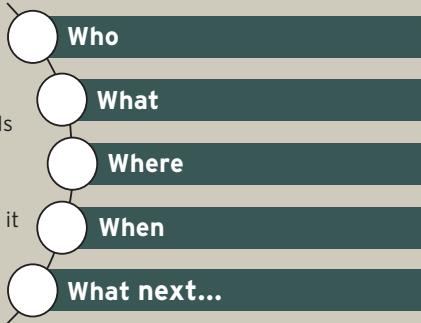
6. SUPPORT FOR VICTIMS AND SURVIVORS

- 6.1. **Responding Well: A Guide to Support for Victims and Survivors:**
This guide outlines what support you can expect if you have experienced abuse within a church setting.
- 6.2. **Safe Spaces Support Service:** Safe Spaces offers a free and independent telephone support service for anyone who has experienced any form of abuse through their relationship with the Church of England, Catholic Church of England and Wales, or Church in Wales.
- 6.3. **moMENTum:** moMENTum is a mutual support group for male survivors of childhood sexual abuse.

Further information about support for victims and survivors can be found on the Diocese of Exeter website at:
exeter.anglican.org/resources/safeguarding/victimsandsurvivors/

7. REPORTING A SAFEGUARDING CONCERN

- 7.1. Where you are reporting perceived inappropriate behaviour, or safeguarding incidents please provide details of the concern or allegation. Where it is not appropriate to take notes at the time (usually it will not be), make a written record as soon as possible afterwards. Record the time, date, location, persons present and how the concern or allegation was received, e.g. by telephone, face to face conversation, letter, etc. Keep it factual.
- 7.2. The Cathedral is also interested in hearing about potential safeguarding concerns, so that prompt remedial action can be taken.
- 7.3. All records are kept secure and confidential, with limited access.
- 7.4. Please also refer to the Diocesan safeguarding web page (see Appendix for *Diocese of Exeter Safeguarding Contacts*) which provides useful information.



Understanding abuse

What to look for, signs and symptoms of abuse

All Church Officers including volunteers should use the CofE Fact Sheet on Types of Abuse (see appendix for *The Church of England Fact Sheet: Types of Abuse*). This is a best practice reference document for use by those who have a role with children, young people and vulnerable adults. It contains information about the types of abuse which can occur and how to recognise them, including physical signs and symptoms as well as behavioural changes that you might observe. Bear in mind that children, young people and vulnerable adults may be subject to one type of abuse or a combination of types of abuse. It is informed by the definitions available in Working Together 2018 and the Care Act 2014.

Children

Working Together to Safeguard Children 2018 defines abuse as:

A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults or another child or children. Abuse is defined as four categories:

- a) Physical
- b) Sexual (e.g. grooming, child sex exploitation, neglect).
- c) Neglect
- d) Emotional

Included in the four categories of child abuse and neglect above, are a number of factors relating to the behaviour of the parents and carers which have significant impact on children such as domestic violence.

Please note that many types of abuse are also criminal offences and should be treated as such.

Adults

There are many different types of abuse and they all result in behaviour towards a person that deliberately or intentionally cause harm.

The types of abuse are:

- a) Physical abuse
- b) Sexual abuse
- c) Psychological abuse
- d) Financial and material abuse
- e) Modern slavery
- f) Discriminatory abuse
- g) Domestic violence or abuse
- h) Organisational or institutional abuse
- i) Neglect or acts of omission
- j) Self-neglect

The Chapter has committed the Cathedral community to the support, nurture, protection, and safeguarding of all who come into contact with the Cathedral, especially the young and the vulnerable and recognise that safeguarding is the collective responsibility of the whole church community.

In order to look out for and look after those who may be vulnerable to abuse and to those who may pose a risk, it is important that staff and volunteers understand and know '*what to look out for*,' which is why the Cathedral considers the safeguarding training of staff an imperative.

Abuse against children, young people and adults can happen in public, but it is more likely that it will happen in secret; or at home; and away from the public gaze. That is why it is important that we know what to look for and be aware of; and where we are concerned by what we observe or are told, staff and volunteers are confident and know how to respond and from whom to seek advice.

In addition to the training provided, there are a number of resources that give an overview of the signs and symptoms of abuse, including domestic abuse; and how to raise concerns if you are worried about a particular situation. These are not detailed or exhaustive. We do not ask that staff and volunteers to become an expert, nor are they expected to become a detective - we want everyone to be vigilant and alert and to have the confidence to know what to do, who to contact if a concern arises.

Domestic abuse

We recognise that:

- a. All forms of domestic abuse cause damage to the survivor
- b. There are no stereotypical victims of abuse. Anyone can be a victim or a perpetrator regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, or social position
- c. All victims and survivors have the right to equal protection from all types of harm or abuse
- d. Domestic abuse can occur in all communities, including church and faith-based communities
- e. Domestic abuse may be a single incident, but is usually a systematic repeated pattern which escalates in severity and frequency
- f. Domestic abuse, if witnessed or overheard by a child, is a form of abuse
- g. Working in partnership with children, adults and other agencies is essential in promoting the welfare of any child or adult suffering abuse.

Response to Domestic Abuse

- a. In all our activities we respond by valuing, listening to and respecting both survivors and alleged or known perpetrators of domestic abuse, whilst appreciating the need to ensure a distance is kept between the two, and refusing to condone the perpetration or continuation of any form of abuse.
- b. When concerns are raised we respond by ensuring that those who have experienced abuse can find safety and informed help.

Promoting a Safer Church

In accordance with Church of England's policy, *Promoting a Safer Church* the House of Bishops' Safeguarding Policy and Practice Guidance, and the CofE Safer Environment and Activities, Exeter Cathedral is committed to the safeguarding of children, young people, and vulnerable adults who may be at risk.

The Cathedral works in partnership with the Diocese of Exeter to ensure that we operate in accordance with best practice at all times.

The care and protection of children, young people and vulnerable adults are the responsibility of the whole Cathedral community, whether clergy, staff, volunteers, contractors or members of the congregations. Everyone who participates in the life of the Cathedral has a role to play in promoting a safe environment for all.

Promoting a safer environment and culture

We will:

Respect all children, young people and vulnerable adults and promote their well-being.

Responding promptly to every safeguarding concern or allegation

We will:

Respond respectfully and in a timely manner to anyone who brings any safeguarding suspicion, concern, knowledge or allegation of current or non-current abuse to our notice, in line with statutory child and adult safeguarding procedures and the House of Bishops safeguarding policy and practice guidance.

Report all suspicions, concerns, knowledge or allegations, that reach the threshold for reporting to the statutory authorities, irrespective of the status of the person. All church officers including volunteers will cooperate with the statutory authorities in all cases.

Respond to concerns or allegations of abuse relating to office holders and volunteers, and act in accordance with the requirements of criminal, civil, ecclesiastical and charity laws, and so doing respect the rights and uphold the safeguards afforded in these, both to the victim/survivor and the subject of concerns or allegations.

Maintaining a safer environment

Safeguarding means the action the Cathedral takes to promote a safer culture.

We will:

Promote the welfare of children, young people and vulnerable adults, and work to prevent abuse from occurring.

Seek to protect those that are at risk of being abused and respond well to those that have been abused.

Take care to identify where a person may present a risk to others, and offer support to them whilst taking steps to mitigate such risks.

Respond sensitively and compassionately to their needs in order to help keep them safe from harm.

All church officers including volunteers are asked to uphold the Code of Safer Working Practices (see appendix for *The Church of England: The Code of Safer Working Practice*) and are expected to report any breaches of this code to the Chief Operating Officer.

Office holders and volunteers who breach this code may be subject to disciplinary procedures or asked to leave their role. Serious breaches may also result in a referral made to the relevant statutory agency.

Safer recruitment

We will:

Safely recruit and support all those with any responsibility related to children, young people and vulnerable adults within the Cathedral.

All applicants whether paid or voluntary will be recruited applying the principles of the safer recruitment processes.

Select and vet all those with any responsibility related to children, young people and vulnerable adults within the Church, in accordance with the House of Bishops safeguarding policy and practice guidance.

Disclosure and Barring Service (DBS) checking is undertaken for roles where there is legal eligibility for an application.

Where in the recruitment process for any Cathedral role (paid or voluntary), information is revealed such as a significant disclosure within the DBS certificate or any other information to suggest an individual may pose a risk, a risk assessment will be carried out by the Diocesan/Cathedral Safeguarding Adviser or with their guidance and support.

Induction training will be given to all new staff and volunteers as appropriate.

Safeguarding Support Team

Staff and volunteers may also approach the Cathedral's Safeguarding Support Team to discuss a safeguarding issue relating to their area of responsibility.

Name / Job Title / Contact details	
The Dean The Very Revd. Jonathan Greener Contact: 07867 528855	Overall responsibility for safeguarding in the Cathedral.
Chapter Safeguarding Lead The Ven. Nick Shutt Contact: 07739 988975	Delegated to lead on Safeguarding on behalf of the Chapter and works closely with the DSA.
Cathedral Safeguarding Officer Sarah Reddington Contact: 07482312299	The Cathedral Safeguarding Officer maintains and builds on the Cathedral's strong culture of safeguarding, promote awareness and understanding across the Cathedral community, and be responsible for the development and implementation of the Cathedral's safeguarding arrangements, good practice, policy and training.
Chief Operating Officer Catherine Escott Contact: 07914 901254	Overarching role in relation to safeguarding, particularly as regards to salaried staff and volunteers.
	The Chief Operating Officer is responsible for paid and volunteer staff including their welfare and wellbeing.
Canon Precentor The Revd. Canon James Mustard Contact: 07763 973647	Responsible for Music and Liturgy, particularly the choir, and link with the Cathedral School.
Canon Chancellor The Revd. Canon Deborah Parsons Contact: 07776 359402	Leads on Pastoral Care and Pastoral Support Team.
Canon Treasurer The Revd. Canon Chris Palmer Contact: 07906 249132	Oversees the Cathedral's Development Project and the Wednesday Kitchen.
Director of Music Timothy Noon Contact: 01392 255573	Works closely with the Canon Precentor and has responsibility for the choir and music.
Custos/Head Virger Thomas Mitchell Contact: 01392 255573	Manages the Virgers, overseeing activities on the cathedral floor. Therefore, the Custos is the first port of call when reporting safeguarding incidents.

Safeguarding training strategy

Learning is a journey with an outcome, not an event.

- 1 Exeter Cathedral's safeguarding training strategy is focused on building a healthy community with a culture of safety, in which the wellbeing of all is ensured and nurtured.
2. The Cathedral's Safeguarding Training Strategy is evaluated, reviewed and adjusted annually in response to new legislation, policies and guidance as advised by the National Safeguarding Team, the House of Bishops and feedback from training sessions.
3. The National Safeguarding Team has created a range of safeguarding learning pathways for people with roles in the Church of England to complete. All courses reflect the national requirements across all dioceses for ensuring healthy safeguarding practice, responding well to victims and survivors of abuse in the church context. They emphasise the need to work in co-operation with the Diocesan Safeguarding Adviser and with statutory agencies in all safeguarding matters.
4. Training for all church roles will include safer working practices which emphasise the importance of maintaining proper boundaries and a culture of 'respectful uncertainty.'
5. A record of attendance is maintained, and reminders sent to those who have not met minimum requirements.
6. The Chapter has an ambition to ensure safeguarding flows from within the soul of the church and is at the centre of our faith, in our practice, in our worship, in our praying, and in our believing. The current Safeguarding Learning and Development Framework (see appendix for *The Church of England: Safeguarding Learning and Development Framework*) is implemented by the Cathedral working closely with the Diocese of Exeter. The courses incorporate theological principles and are characterised by a reflective learning style.
7. The Cathedral adheres to the House of Bishops Guidance and National Church of England Safeguarding Training Programme. Training for those with specific roles/responsibilities will be set out in job descriptions, and in appointment and induction processes. There is a separate document that details the Safeguarding training requirement for every role (see appendix for *Safeguarding Requirements*)

Safeguarding training

There are three core safeguarding courses available via the National Safeguarding Training Portal on the Diocese of Exeter website (see appendix):

1. Basic Awareness and Foundation Modules
2. Domestic Abuse Training
3. Leadership Pathway Safeguarding Training

All church officers including volunteers must undertake the appropriate level of training upon indication and before commencing their role. At a minimum, it is mandatory for all volunteers and staff to complete the Basic Level Safeguarding training. Online training as mentioned above is available through the Church of England training portal (see appendix for *The Church of England National Safeguarding Team's Online Portal*).

Refresher training is mandatory for all after three years and provided in accordance with the National Training Programme and opportunities to develop and broaden awareness of safeguarding matters are provided. The current training programme requires individuals to redo the highest level of training they have completed to date, as required by their role.

Informal training will be provided using scenarios and update on any guidance that affects the work carried out by Church Officers including volunteers.

The Cathedral adheres to the House of Bishops Guidance and National Church of England Safeguarding Training Programme. Training for those with specific roles/responsibilities will be set out in job descriptions, and in appointment and induction processes.

All church officers including volunteers must undertake the appropriate level of safeguarding training upon induction and before commencing their role. At a minimum, it is mandatory for all volunteers and staff to complete the Basic Level Safeguarding training.

Updated training will be provided in accordance with the National Training Programme and opportunities to develop and broaden awareness of safeguarding matters are provided.



Appendix

The Church of England Fact Sheet: Types of Abuse: <https://www.churchofengland.org/sites/default/files/2018-10/type-of-abuse-reference-document-september-2018-proof-copy.pdf>

Exeter Cathedral Safeguarding: <https://www.exeter-cathedral.org.uk/about-us/safeguarding/>

Diocese of Exeter Safeguarding Contacts: <https://exeter.anglican.org/resources/safeguarding/safeguarding-team/>

The Church of England: The Code of Safer Working Practice: <https://www.churchofengland.org/sites/default/files/2021-07/code-of-safer-working-practice-02.07.2021.pdf>

The Church of England: Safeguarding Learning and Development Framework: <https://www.churchofengland.org/safeguarding/safeguarding-e-manual/safeguarding-learning-and-development-framework>

Safeguarding Requirements: <https://www.exeter-cathedral.org.uk/wp-content/uploads/2024/08/Safeguarding-Requirements.pdf>

Basic Awareness and Foundation Models: <https://exeter.anglican.org/wp-content/uploads/2024/05/Basic-Awareness-and-Foundation-Modules-November-2023.pdf>

Domestic Abuse Training: <https://exeter.anglican.org/wp-content/uploads/2023/11/Domestic-Abuse-Training-November-2023.pdf>

Leadership Pathway Safeguarding Training: <https://exeter.anglican.org/wp-content/uploads/2024/09/Leadership-Pathway-Safeguarding-Training-June-2024.pdf>

The Church of England National Safeguarding Team's Online Portal: <https://safeguardingtraining.cofeportal.org/>



Safeguarding the safety and wellbeing of our choristers is of utmost importance to Exeter Cathedral. As such, we have dedicated Chorister Safeguarding policy and procedures, including the Chorister Parent's Handbook (see Appendix for Exeter Cathedral Safeguarding).



The purpose of this guide

The purpose of this guide is to provide guidance to our staff and volunteers to the support, nurture, protect and safeguard all who come into contact with the Cathedral, especially the young and the vulnerable, and recognise that safeguarding is a collective responsibility of the whole church community.

