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**Safeguarding Development Plan – January - December 2021**

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| **PRIORITIES** | **AIM** | **RISK** | **ACTION** | **BY** | **DEADLINE** | **COMPLETE** |
| Safeguarding policy | To support Parish Safeguarding Co-ordinators (PSCs) in their roles.  Appropriate support to be provided for respondents when allegations have been made against them during a safeguarding process. | Lack of support for parishes and PSCs feeling unsupported.  A perceived lack of support for respondents. | PSC support group to be formulated in order to consider how Parishes can be supported with policy implementation with the ultimate aim of establishing a support group.    A team of link workers to be identified in consultation with the Diocese. Training to be provided. | ACW  ACW/IY | December 2021  July 2021 |  |
| PCR2 | An Independent review is currently being undertaken. | Previously unknown cases referred to the Safeguarding Team and further actions required on known cases placing additional demands upon the team. | Safeguarding Team to progress cases identified as needing urgent action immediately.  Actions to be completed on non-urgent cases. | ACW | December 2021 |  |
| Training | To deliver training in line with NST requirements during this current pandemic. | Only a limited number of people are currently being training due to restrictions on numbers and not face to face training. | Consideration given to Permission to Officiate (retired clergy) training requirements.  A comprehensive training programme to be introduced when restrictions are lifted. | ACW/KF | December 2021 |  |
| Resources for children and adults at risk | Seek active engagement of children and adults at risk to help inform a culture of safe worship | Churches are not a safe place for all. | Ask Sunday Schools to do an exercise with children around what makes them feel safe in church when Covid restrictions are lifted. Outcome will inform policy (1.11)  Use research and practice from other diocese to create a support system, in line with house of bishop’s guidance (1.11)  Consider how to implement an offer to survivors of church-related abuse that allows face to face support, in line with house of bishop’s guidance (1.11) | ACW/DSP/KB/SM  ACW/  DSP/BLT | December 2021  December 2021 |  |
| Quality assurance | To ensure that safeguarding processes and systems are fit for purpose and achieve the aim of keeping children, young people and adults at risk safe from harm. | Quality not maintained. | At the conclusion of the PCR2 process; to ensure that effective processes around quality assurance are in place in line with National Church policy and guidance.  Evaluation of the effectiveness of the Independent Panel Chair and seek extension if appropriate.  Review of Terms of Reference for the panel and role membership. | ACW/HP/DSP  HP/IJ  HP/IJ/  KB | December  2021  May 2021  May 2021 |  |
| Cathedral | Audit scheduled November 2020. | Lack of preparation and information available. | Working group to commence again in the new year. | ACW/SS | November 2020 |  |

**KEY**

DSP = Diocesan Safeguarding Panel

BLT = Bishop’s Leadership Team

HP = Helen Platts (Diocesan Secretary dut to start in post Feb 2019)

KB = Kathy Batt (Independent Panel Chair)

ACW = Abbey Clephane-Wilson (Diocesan Safeguarding Advisor)

IJ = Ian Jorysz (Bishops Chaplain/Safeguarding Lead)

KL = Archdeacon Karen Lund (Archdeacon Manchester)

KB = Karen Beale (Diocesan Youth Officer)

SM = Susie Mapledoram (Diocesan Children’s Officer)