

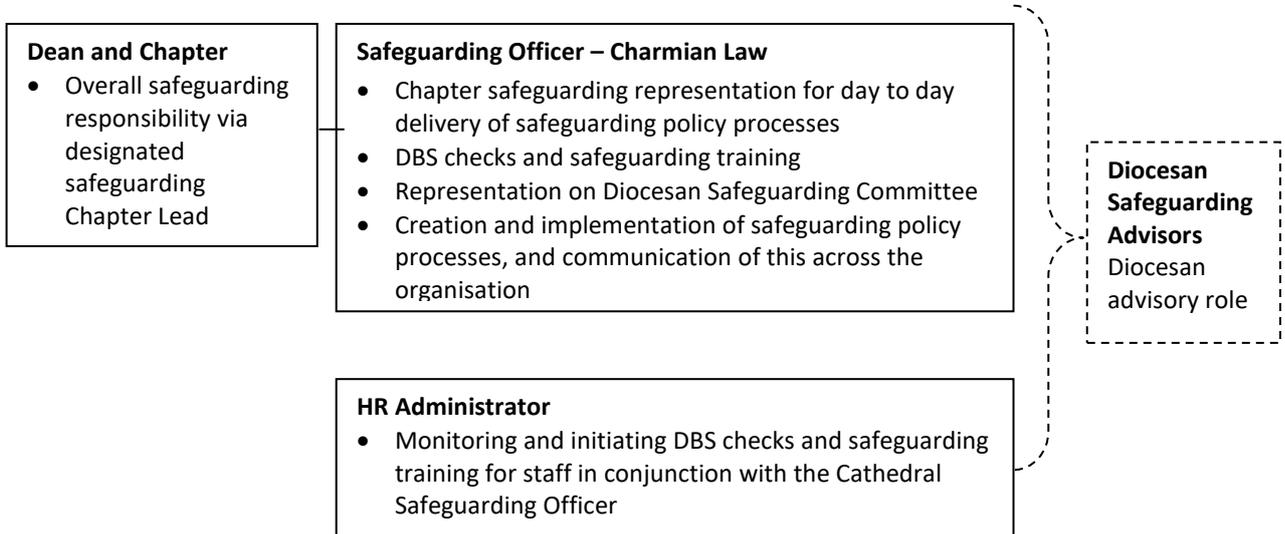
Safeguarding Policy

Following the report by IICSA, the Independent Inquiry into Child Sexual Abuse, which was published in October 2020, the Church of England has been strongly criticised for its failures with regard to safeguarding: failure to protect children, failure to take reports of abuse seriously, and failure to recognise the distress caused to victims and survivors of abuse. The report said these failures have resulted in the creation of a culture where abusers were able to hide, and the well-being of children was neglected in favour of protecting the Church of England's reputation. The shame of this has rightly required the Church to be more open and transparent about its past, as well as being more rigorous in applying proper safeguarding standards across all its activities, thus ensuring that everyone connected to and visiting churches are kept safe.

Here at Truro Cathedral, we take our responsibilities in respect of safeguarding and safeguarding training extremely seriously. This policy is about keeping every single person attached to the cathedral safe, and ensuring that our cathedral is a place where abusers cannot thrive.

Document reference	TCP001	Document purpose	Guidance
Author	Truro Cathedral		
Target audience	Cathedral staff, clergy, choral scholars and volunteers, especially those who carry out regulated activity with these groups.		
Description	This document provides a framework to promote the welfare and protection of children and vulnerable adults. It reflects the House of Bishops' Policies and the Diocesan Safeguarding Guidelines. For the purposes of this document, children are defined as under 18 years (Children Act 1989). Vulnerable adults are those who are, or may be in need of community care services because of mental or other disability, age or illness and who may be unable to take care of or protect themselves against significant harm or serious exploitation.		
Cross reference	This policy should be read alongside Truro Cathedral's 'Employee Handbook'.		
Action required	Read and embed policy into normal practice. Failure to follow this policy may result in disciplinary action.		
Document status	This is a controlled document. Whilst it may be printed, the electronic version held on the cathedral network will be the most up to date copy. This document should not be saved on local drives but always accessed via the cathedral drive.		

Safeguarding responsibilities



Contact details

Cathedral Safeguarding Officer Charmian Law, Volunteer Manager	07710 304975 (office hours)
The Diocesan Safeguarding Advisor Sarah Acraman	01872 274351 (office hours)
Chapter Safeguarding Lead Canon Alan Bashforth	01872 276782 (office hours)
HR Administrator Nicola Hocking	01872 276782 (office hours)
* Cathedral out of hours emergency	01872 276782 (a message will give the out of hours emergency office number)
Cornwall Local Safeguarding Children's Board	0300 1231 116

Cornwall Local Safeguarding Adults Board	01872 326433
Childline	0800 1111
Adults Social Care Team	0300 1234 131
Children Social Care Team	0300 1234 101
Police Central Referral Unit	101

***Guidance for out of hours emergencies**

These questions may help to assess if a situation you are dealing with is an emergency. If the answer to the first two questions is 'yes' and the third 'no' then this situation is an emergency and will need action immediately. If it is not an emergency, make a note of the situation and let the cathedral Safeguarding Officer know at the earliest opportunity.

- Q. Is someone at risk of harm?
- Q. Is the risk of harm imminent?
- Q. Can it wait until tomorrow?

Safeguarding Policy Statement

The Chapter of Truro Cathedral states that:

1.	The cathedral is committed to protecting service users against all forms of abuse. The welfare and safety of the child and vulnerable adult is paramount.
2.	Abuse is a violation of an individual's human and civil rights by another person and may consist of a single act or multiple acts. As well as physical and psychological abuse, acts of neglect, or an omission to act may amount to abuse. Abuse may also occur when a child or vulnerable adult is persuaded to enter into a financial or sexual transaction to which he or she has not consented or cannot consent.
3.	There will be no tolerance for the exploitation of any relationship for self-gratification.
4.	Any allegations of abuse (past or present) will be viewed seriously and appropriate action will be taken. This action may include investigations by statutory authorities, and a risk assessment by a qualified person to assess the suitability of the individual in question remaining in post.
5.	The Chapter will act collaboratively and fully with those statutory and voluntary agencies concerned with child abuse and will not conduct investigations on its own.
6.	The cathedral will make it clear when advertising jobs whether the work will involve 'regulated activity' as defined by the Safeguarding Vulnerable Groups Act 2006. If this is the case, before an applicant can be employed, the cathedral will require a satisfactory Enhanced Disclosure with a barred list check from the Disclosure and Barring Service to confirm suitability to carry out regulated activity (there may be cases where those working with children or vulnerable adults but not in regulated activity, will be required to undergo an Enhanced Disclosure through the same service).
7.	The cathedral will make it clear to volunteers, through volunteer role descriptions, if their activities involve 'regulated activity' with children or vulnerable adults. If this is the case, before an applicant can pick up their activities, the cathedral will require a satisfactory Enhanced Disclosure with a barred list check from the Disclosure and Barring Service to confirm suitability to carry out that regulated activity (there may be cases where those carrying out activities with children or vulnerable adults but not in regulated activity will be required to undergo an Enhanced Disclosure through the same service).
8.	There is a requirement for all staff and volunteers to undergo an appropriate level safeguarding training which the cathedral will organise.
9.	The cathedral will ensure mechanisms are in place to gather up to date information on changes in government policy and best practice, communicating these across relevant

	platforms.
10.	All cathedral clergy, whether stipendiary or not, will be vetted in accordance with the diocesan procedures using the Disclosure and Barring Service.
11.	The cathedral appoints a Safeguarding Committee to provide support and guidance to The Chapter as they fulfil their role in ensuring all aspects of Safeguarding in the cathedral are fit for purpose and communicated fully internally and externally.
12.	St Mary's PCC devolve the administration of their safeguarding requirements to The Chapter and are bound by the cathedral's safeguarding policy. The Dean will act as their incumbent and propose this protocol at the annual general meeting of St Mary's PCC each year.
13.	Any individual with a conviction, or caution for a sexual offence against a child or vulnerable adult, will be unable to hold a post or be a volunteer in a position that will bring them into contact with either or inflate their status.
14.	Any individual who has a conviction, or caution for a violent offence against a child or vulnerable adult will be unable to hold a post or be a volunteer in a position that will bring them into contact with either. In exceptional circumstances, this may be reviewed following a comprehensive risk assessment from an appropriately qualified person.
15.	Children under the age of 18 are not to be served with alcohol at any functions held within the cathedral precinct.
16.	This policy statement and its associated guidelines will be reviewed annually by Chapter.
17.	By law, the cathedral has a duty to refer certain information to the Disclosure and Barring Service. This includes: <ul style="list-style-type: none"> a) If the cathedral has dismissed an individual because he or she has harmed, or may harm a child or vulnerable adult. b) If an individual has resigned from employment with the cathedral in circumstances where there is a suspicion that he or she has harmed, or may harm, a vulnerable adult or child (this will apply where an allegation has been made and the employee resigns before the cathedral can take disciplinary action). c) If the cathedral has suspended an individual and has reason to think the employee has engaged in "inappropriate safeguarding conduct" or has harmed, or may harm, a vulnerable adult or child, or has received a caution or a conviction for, a relevant safeguarding offence.

Safeguarding Guidelines

1. References	<p>a) Diocese Safeguarding Guidelines 'Responsible Caring' (revised April 2016, the Diocese of Truro)</p> <p>b) House of Bishops' Policies</p>	
2. Guidelines purpose	<p>The following guidelines are not a replicate of the references above but an outline of cathedral procedures. They seek to minimise the risk of abuse and provide general guidance in the event of an alleged incident.</p>	
3. Procedure for checking staff/clergy/volunteers	<p>Current assessment shows the following staff and clergy are eligible for enhanced or enhanced and barred checks via the Disclosure and Barring Service. The level of check will be determined by their job description and how it checks out with the information contained in Annex A. Guidance regarding other personnel is also contained in Annex A. All cathedral checks are initiated by the Safeguarding Officer (Volunteers) and HR Administrator (Staff), these are renewed every five years in line with Diocesan policy.</p>	
	Staff, Clergy DBS Checks	
	Cathedral clergy	Diocese is responsible for initiating the DBS process every five years. This is monitored by the cathedral Safeguarding Officer and Safeguarding Coordinator
	Chief Operating Officer	Cathedral is responsible for initiating the DBS Cathedral process
	Director of Music	Cathedral is responsible for initiating the DBS Cathedral process
	Assistant Director of Music	As above
	Choir Assistants	As above (those supervising choristers on a daily basis)
	Organ Scholar	As above
	Education Officer and any Assistants	As above
	SGO/Vol. Manager	Safeguarding Officer/Volunteer Manager is now DBS 'Lead Recruiter' and carries out all DBS processes.

	Volunteers	
	Chaplains	The Diocese is responsible for initiating the DBS process every five years. This is monitored by the cathedral Safeguarding Officer.
	Priest Vicars	As above
	Children's Church leader	The cathedral is responsible for initiating the DBS cathedral process
	Tower Captain	As above (only when this involves teaching children or vulnerable adults)
	Pastoral Team	As above
	St Mary's PCC	St Mary's PCC delegates all safeguarding responsibility to the Chapter of Truro Cathedral and will therefore operate within the cathedral's safeguarding policy. This situation is reinstated by the incumbent (The Dean) annually.
4. Training and awareness	<ul style="list-style-type: none"> • Regular safeguarding training will be undertaken by those who are listed above and this will be provided either through the Diocesan safeguarding training programme or another appropriately qualified body. • This will be renewed every three years in line with Diocesan protocol. All staff, volunteers and the cathedral's choral scholars will have access to the cathedral Safeguarding Policy and guidelines through the induction process. This process will include a safeguarding briefing. • There is a requirement for all staff and volunteers to undergo an appropriate level safeguarding training which the cathedral will organise. • The cathedral community will have access to appropriate materials through newsletters, the cathedral website and volunteer briefings. 	
5. Code of conduct	A recommended written code of conduct for adults working with children and vulnerable adults is included in Annex B.	
6. Social networking sites and emails	All cathedral staff, lay and ordained must ensure all electronic communications are appropriate, age-appropriate and professional (The 'Responsible Caring Diocesan Safeguarding Guidelines' pages 16 through to 23 'Guidelines for Good practice when Working with Children and Vulnerable Adults' http://www.trurodiocese.org.uk/about-us/safeguarding/)	

<p>7. Responding to concerns and disclosure</p>	<p>Caring and working with children and adults may mean coming into contact with some who are being abused. If you are concerned, do not dismiss this or decide that it is someone else's problem, but consider carefully what it is that is worrying you and discuss it with the cathedral Safeguarding Officer, or the Diocesan Safeguarding Advisor (see 'Contact details' page 2) in order to decide on the right course of action.</p> <p>It is important always to remember that it may be very difficult for someone to disclose that they are being or have been abused. If you are the person they have chosen to tell, you have a responsibility to respond appropriately. Here are some guidelines:</p> <ul style="list-style-type: none"> • Do not try to deal with any child protection concern on your own. Always tell your group leader and Safeguarding Officer and agree between you <i>who</i> will take <i>what</i> action <i>when</i>. • Always take what you are told very seriously; even if you find it hard to believe, do not dismiss it. • Listen carefully and do not stop the re-telling of painful events. • Confidentiality should not be promised. Where a person is judged to be at risk of significant harm and in need of protection, it will normally be necessary to share all relevant information with the statutory agencies. • Do not ask leading questions or push for un-offered information. • Do not artificially prolong a discussion. • Reassure the person that they were right to tell you. • Explain what you are going to do next. That you will have to pass the information on. If possible, name the person you will pass the information on to. • Make careful notes of the conversation as soon as possible, recording in particular the DATE, TIME, LOCATION and whether OTHER PEOPLE were present. Ensure the same language is used while making notes as that used by the person making the disclosure. Such notes should be kept in a secure place (see Annex C for reporting format).
	<p>Suggested action to take if the disclosure is about a child</p>
	<ul style="list-style-type: none"> • If a child is unwilling or it would appear dangerous for them to return home, options for action include contacting the cathedral emergency out of hours number, the police or social care (see contact numbers page 2) • If a child needs immediate medical help, this should be the first

		consideration. The surgery or hospital should be informed of the child protection concerns.
	DO	<ul style="list-style-type: none"> • Inform the cathedral Safeguarding Officer, who will take responsibility for the process. • Continue to support the child and seek support for yourself. • Make a record of the disclosure and actions you have taken.
	DO NOT	<ul style="list-style-type: none"> • Speak directly to the person against whom allegations have been made and do not attempt to investigate the situation yourself.
Suggested action to take if the disclosure is about a vulnerable adult		
		<ul style="list-style-type: none"> • If a vulnerable adult is unwilling or it would appear dangerous for them to return home, options for action include contacting the cathedral emergency out of hours number, the police or social care (see contact numbers page 2) • If a vulnerable adult needs immediate medical help, this should be the first consideration. The surgery or hospital should be informed of the safeguarding concerns.
	DO	<ul style="list-style-type: none"> • Inform the cathedral Safeguarding Officer, who will take responsibility for the process. • Continue to support the individual and seek support for yourself. • Make a record of the disclosure and actions you have taken. • You should encourage the individual to request assistance from Adult Social Care. However, it is important to understand that no assistance can be forced upon the individual, unless under the Mental Capacity Act they are deemed to lack the capacity to make a specific decision at a specific time. Even if the individual does not request assistance an alert should still be made. • Continue to support the vulnerable adult and seek support yourself. • Make a record of the disclosure and actions you have taken.
	DO NOT	<ul style="list-style-type: none"> • Speak directly to the person against whom allegations have been made. • Attempt to investigate the situation yourself.

<p>8. Allegation against a clergy member</p>	<p>If a concern is raised about a member of the clergy or the cathedral community it should be reported straight to the Diocesan Safeguarding Officer or the Bishop's Advisor for Safeguarding OR directly to the appropriate statutory authorities. If the report is direct to the statutory authorities it is important to inform the Diocesan Safeguarding Officer and the cathedral Safeguarding Officer so that they can liaise with the statutory authorities. The Bishop has responsibility to ensure pastoral care is in place.</p>
<p>9. Allegation against a staff member</p>	<p>If a concern is raised about a member of staff, it should be reported straight to the cathedral Safeguarding Officer. The staff member in question will be suspended without prejudice and an investigation will be carried out as speedily as possible. The Dean will ensure pastoral support is in place.</p>
<p>10. Whistle-blowing</p>	<p>Any individual raising legitimate concerns, whether a member of the cathedral community or of the wider public, will be treated with respect and their concerns taken seriously.</p>
<p>11. Choir and choir schools</p>	<p>The protection of children at our choir school, Truro School and its preparatory department, is the responsibility of the Head Teacher. Exceptionally, when choristers are in the cathedral, or on choir trips, they are under the joint responsibility of the Precentor and the Director of Music and subject to the cathedral's Safeguarding Policy and Guidelines. More detailed guidance is contained in Annex C in conjunction with the appropriate school staff.</p>
<p>12. Authorised listeners</p>	<p>'Responding well to those who have been abused' (Church of England 2011). Survivors of abuse can need support and action and we are required to appoint carefully chosen competent and trained people as authorised listeners for those who disclose abuse. See Annex E for details.</p>
<p>13. Forms and notices</p>	<p>Notices stating the cathedral's Safeguarding contact information for the reporting of incidents are placed prominently around the cathedral buildings.</p>

Annexes

- A. Code of Conduct and promoting good practice
- B. Record of concern or report of abuse (child or vulnerable adult)
- C. Supervision of Choristers
- D. Authorised listeners
- E. Risk assessment template

Annex A

Promoting Good Practice

Although the number of people who actively seek to do harm to children or adults may be small, the cathedral can reduce the opportunities for abuse to occur. Procedures that are set in place to protect people should apply to all.

We ask that you

Refer to	<p>The 'Promoting a safer church' pages 36 through to 46 where you will find guidelines for good practice when working with children and vulnerable adults. https://www.churchofengland.org/sites/default/files/2019-03/Parish%20Safeguarding%20Handbook%20March%202019.pdf</p> <p>Here you will find information on the following:</p> <ul style="list-style-type: none"> • Staffing ratios when working with children and vulnerable adults • One to one situations • Touching and demonstrating affection • Car and minibus travel • Emergencies • Outings • Taking photographs and publishing images • The internet, online safety and social media
-----------------	--

Annex B

Record of concern or report of abuse (child or vulnerable adult)

Child's name			
Adult's name			
Date		Time	
Date of birth		Age	
Address			
Where you spoke to the individual			
What happened			
What was the context			

Record of concern or report of abuse (child or vulnerable adult) continued

What did the individual say (use their own words)	
Where and when the incident occurred	
Who else was present	
What was agreed	

Signed	
Title	

Annex C

Supervision of Choristers

The protection of children at our choir school, Truro School and its preparatory department, is the responsibility of the Head Teacher. This includes journeys organised by the school between school and cathedral. Exceptionally when choristers are in the cathedral, or on choir trips, they are under the joint responsibility of the Precentor and the Director of Music and subject to the cathedral's Safeguarding Policy and Guidelines.

Truro Cathedral Choir is made up of around 20 boy choristers, around 20 girl choristers, and 12 adult professional singers.

- The boy choristers are aged 8 to 13 and attend Truro Preparatory School, about three miles away from the cathedral and Truro School, about half a mile away from the cathedral.
- The girl choristers are aged 13 to 18 and attend Truro School, about half a mile away from the cathedral.

<p>When choristers are “under the care of the cathedral” it is expected that . .</p>	<ul style="list-style-type: none"> • In accordance with the cathedral's Safeguarding Policy, choristers will be looked after by staff who are equipped for their role and are suitably trained. Adults identified in roles that include regulated activity with choristers will have undertaken the appropriate DBS vetting before they take up their post. • Full medical details and parents' contact information for all choristers will be securely stored and available to authorised, supervising staff only. Systems will be in place to ensure these records are always up to date. • Mechanisms to facilitate regular communication between the cathedral Safeguarding Officer, Truro School, and Truro Preparatory School will be in place to ensure protocols and policies dovetail and thinking is joined up. • Supervising staff will demonstrate vigilance in the welfare of all choristers ensuring regular communication with the choristers' school mentors and headteachers. • Risk assessments will be carried out for activities involving choristers
---	--

	<p>off-site.</p> <ul style="list-style-type: none"> • Fire drills will take place as required. • There will always be a member of staff on duty who has up to date first aid training. • Choral Scholars (pre- or post-university singers in the choir usually aged 18 to 23) and Lay Vicars (permanent adult singers in the choir) will have undergone safeguarding training and will have been given clear guidelines on appropriate conduct and acceptable interaction with choristers.
<p>When are boy choristers under the care of the Cathedral?</p>	<ul style="list-style-type: none"> • On weekdays when they are required at the cathedral after school (mostly to sing services or rehearsals on Mondays, Tuesdays, Wednesdays and Fridays during term time), the boy choristers are under the cathedral's care from the moment their transport vehicles arrive at the cathedral (usually at around 4.45pm) until their parents collect them from us (usually at around 6.15pm). • On Sundays from the moment they arrive in the crypt for rehearsal until their parents collect them from us. This procedure happens twice, once around the 10am service and once around the 4pm service. • On other occasions when they are required to be at the cathedral (e.g. for special services, recordings or concerts) when the same procedure applies – boys are under our care from the moment they arrive in the crypt until the moment their parents collect them from the crypt. • Excursions (usually twice a year, for activities such as bowling or “clip and climb”). • Visits to sing concerts at churches around Cornwall (usually three each year). • Foreign tours (see separate policy document). • Choristers are not allowed to leave the cathedral premises except when accompanied by an authorised person, and only after permission has been given by the DoM or ADoM or Choir Assistant. • Lifts will be given to choristers on different occasions by the Director of Music, Assistant Director of Music, Choir Assistant, and Deputy Choir Assistant, using their own private cars. The cathedral will ensure members of staff are appropriately insured for their use. • In line with Diocesan Guidelines (page 17 <i>Car or Minibus Travel</i>) staff

	<p>are advised not to be alone in a car with someone under 18 years except in an emergency. Where it is necessary to transport one chorister, a second adult should be in the car.</p>
<p>When are girl choristers under the care of the Cathedral?</p>	<ul style="list-style-type: none"> • On weekdays when they are required at the cathedral after school (mostly on Thursdays and alternate Tuesdays during term time), the girl choristers are under the cathedral's care from they arrive in the crypt (usually at around 4.50pm) until they leave the crypt (usually at around 6.15pm). • On Sundays from the moment they arrive in the crypt for rehearsal until they leave the crypt after each service. This procedure happens twice, once around the 10am service and once around the 4pm service. • On other occasions when they are required to be at the cathedral (e.g. for special services, recordings or concerts) when the same procedure applies – girls are under our care from the moment they arrive in the crypt until the moment they leave the crypt. • Excursions (usually twice a year). • Visits to sing concerts at churches around Cornwall (usually three each year). • Foreign tours (see separate policy document). • Choristers are not allowed to leave the cathedral premises except when permission has been given by the DoM or ADoM or Choir Assistant. Or when a 'Girl Chorister Release Form' has been signed by a parent giving their approval. <p>Boarding girl choristers</p> <ul style="list-style-type: none"> • The cathedral has responsibility for the transport of boarding girl choristers between school and the cathedral. Procedures will be agreed with Truro School's Safeguarding Officer in consultation with boarding staff. • Lifts will be given on different occasions by the Director of Music, Assistant Director of Music, Choir Assistant, and Deputy Choir Assistant, using their own private cars. It is the responsibility of these

	<p>members of staff to ensure their vehicles are insured for this business use.</p> <ul style="list-style-type: none"> • In line with Diocesan Guidelines (page 17 <i>Car or Minibus Travel</i>) staff are advised not to be alone in a car with someone under 18 years except in an emergency. Where it is necessary to transport one girl chorister, a second adult should be in the car. • The cathedral will provide all relevant staff with contact details for the girls' boarding houses and boarding staff.
<p>Recording of chorister pastoral concerns</p>	<p>Truro Cathedral believes that the best pastoral care of its choristers will be achieved through a closely joined up approach with Truro School where the boys and girls are all educated. To ensure this happens Truro School assigns three members of its teaching staff as Chorister Mentors with responsibility for liaison with the cathedral, primarily via its Director of Music. Truro School's policies and procedures are mirrored and reinforced by Truro Cathedral, ensuring that the boys and girls have a consistent approach and a consistent set of expectations. As part of this arrangement all chorister pastoral records are held by Truro School and accessed by the cathedral as required via the Chorister Mentors. There is an information sharing agreement in place between the two organisations to facilitate this, with the relevant permissions in place.</p>
<p>Chorister Medical Records</p>	<p>Truro Cathedral keeps up-to-date medical information about all of the boy and girl choristers in its care. See our Chorister Privacy Policy for details of what information is held, why it is held, and for how long.</p>
<p>Online work with choristers</p>	<p>All normal safeguarding procedures should be followed with online rehearsals for choristers. Cathedral staff leading rehearsals should continue to be vigilant and to follow existing procedures to flag up any safeguarding concerns as soon as they arise, whether they be in text, behaviour or attitudes, on camera or otherwise.</p> <p>A number of important safeguarding principles remain the same:</p> <ul style="list-style-type: none"> • with regard to safeguarding, the best interests of children must always continue to come first. • if anyone has a safeguarding concern about any child they should continue to act immediately.

	<ul style="list-style-type: none"> • a safeguarding officer will always be available. • it is essential that unsuitable people are not allowed to enter the children’s workforce and/or gain access to children. • children should continue to be protected when they are online. • One-to-one calls will be avoided or only used with a parent’s consent and with them in the same house. • Only Truro Cathedral or Truro School official accounts will be used when communicating with the children or young people. • Written consent of all parents will be sought should we wish to record any of the video calls. • Password protection of video call will be used to prevent unauthorised participants from gaining access. <p>It is important that the same level of pastoral support is available to choristers and we acknowledge that these services might be called upon more frequently due to the changes in circumstances for some of the children.</p>
<p>Anti-Bullying Guidance</p>	<p>Overview</p> <p>The cathedral is committed to providing a caring, friendly and safe environment for all its choristers, enabling them to flourish in a relaxed and secure atmosphere. Bullying of any kind is unacceptable and all choristers should feel able to tell someone if bullying does occur and know it will be dealt with promptly and effectively. Similarly, if anyone suspects incidents of bullying between choristers, they should report it to one of the key choir staff (Director and Assistant Director of Music, Choir Assistant) immediately. The cathedral recognises that choristers spend most of their time at school, so where bullying has been identified, it is keen to dovetail its response with school processes and procedures in this area. This document provides guidance on protocols in place to respond to bullying concerns, coordinating responses with Truro School.</p> <p>Objectives of this document</p> <ul style="list-style-type: none"> • The whole cathedral community should be aware that the cathedral takes bullying seriously. Choristers and parents should be assured that they will be supported when bullying is reported. • All staff, clergy, governing body members, choristers and choir parents have an understanding of what bullying is and that it will

not be tolerated.

- All staff, clergy, governing body members, choristers and choir parents know what the cathedral guidance is on bullying and follow it when bullying is reported.

Definitions

Bullying

Bullying hurts. In extreme or prolonged cases it can cause not only unhappiness but psychological damage and even suicide. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Bullying encompasses many behaviours that persistently seek to undermine or hurt a child. It can take many forms and is often motivated by prejudice against particular groups, e.g. on grounds of race, religion, culture, sex, gender identity, sexual orientation, special educational needs and disability, or because a child is adopted or is a carer. It is not a single incident of friends falling out. **It is important that parents, choristers and staff use the term accurately, with care and consideration.** It is often persistent, intentionally negative and involves an imbalance of power within a relationship. It is often hidden, subtle and hard to understand.

Bullying can be defined as *'the misuse of power or position that undermines an individual's ability and leaves them feeling hurt, frightened, angry or powerless'*. Bullying can take many forms including:

- Aggressive or insulting put-downs
- Malicious exclusion from a group
- Humiliation or ridiculing
- Persistent unwarranted criticism in private
- Physical attacks that aim to hurt or undermine a child
- Mistreatment of another child's possessions

Other areas of bullying for further consideration and awareness include:

Racial: focus on the race of the victim or racist comments are made regardless of the race of the victim.

Religious: beliefs or religious background are mocked, attacked or undermined.

Cultural: values are mocked e.g. might include taste in music, clothes, appearance.

Sexual: physical or verbal abuse which is sexual in its intent.

Sexist: gender forms the basis of abuse.

Disability: abuse about either having a disability or insults are formed that imply a disability.

People can be bullied in various ways and **cyberbullying** is no less serious than face-to-face bullying.

The process

Bullying should always be treated seriously however, in the first instance attempts should be made to resolve the issue with the parties concerned as soon after it has occurred as possible. It should only be escalated if it cannot be resolved in this way, and thresholds for escalation (agreed by Truro Cathedral and Truro School) have been met.

A bullying incident should be treated as a child protection concern when there is reasonable cause to believe that a child is suffering or likely to suffer significant harm.

In some cases talking directly to the perpetrator may be enough. This approach may be appropriate if the child complaining believes the destructive behaviour is unintentional

Actions following a suspected bullying incident:

- **Report** to the Director of Music or a key member of the senior cathedral choir staff e.g. Assistant Director of Music or Choir Assistant.
- **Investigate** - The Director of Music will investigate the issue within five working days and decide how to proceed.
- **Inform** - The Director of Music will inform Truro School Chorister Mentors and plan the response in line with their bullying policy and procedures.
- **Plan** - a plan will be agreed between Truro School and the cathedral on action to be taken. This will be recorded by the school.

Link to Truro School's Anti-bullying Policy:

<https://www.truroschoo.com/wp-content/uploads/2020/09/Anti-Bullying-Policy-20-21.pdf>

<p>Other</p>	<ul style="list-style-type: none"> • The DoM, or in the DoM's absence the Assistant DoM or Choir Assistant, is responsible for the supervision and well-being of the choristers during choir practices and services. • If a chorister should become ill during a service, the Choir Assistant will attend to him/her. • Visiting choirs are responsible for making their own arrangements for the supervision of children. The Canon Precentor will ensure they are briefed on the Cathedral Safeguarding Policy. • On no account must gifts be given to individual choristers. If any member of the public wishes to give a gift to a chorister, they must be told to discuss the matter with the DoM.
---------------------	---

Annex D

Authorised Listeners

A victim or survivor of abuse (not necessarily proven or substantiated) from within the cathedral community, can seek a referral.

They can do this by contacting the Diocesan Safeguarding Officer (DSO) directly or indirectly through a Cathedral Residentiary Canon or the Cathedral Safeguarding Officer.

- The DSO will speak directly to the victim or survivor of the abuse and clarify the request.
- The DSO will arrange for them to be contacted by an Authorised Listener (AL) within three weeks of the referral.
- The AL will inform the DSO when the service is no longer required and of any 'next steps' that have been agreed that the cathedral/diocese needs to support.
- Three sessions will be offered by an Authorised Listener. If additional needs are identified, further help will be provided.

Contact

Sarah Acraman – Diocesan Safeguarding Officer
T: 01872 274351
E: sarah.acraman@truro.anglican.org
W: www.trurodiocese.org.uk

Other useful organisations

NAPAC (National Association of People Abused in Childhood)
0808 801 0331 (calls will not show on your bill)

The Survivors Trust (a national umbrella organisation)
www.thesurvivorstrust.org

Annex E

Safeguarding risk assessment template

Assessor/s		Location of visit/event			
RA date		Activity/event			
Leader		Date of activity/ event			
Other adults		Size of group			
		Age of group			
Hazards identified	Person at risk	Potential outcome	Likelihood	Action required to reduce risk	Date
e.g. walking on roads, getting lost, falling, sunburn or other potential risks related to the activity	e.g. staff, volunteers, participants, general public	What could go wrong? What injuries could be sustained?	High (H) Medium (M) Low (L) Very low (VL)	What you will do or the conduct you will insist upon to minimise any risk e.g. small groups, an adult in front and behind, a 'never alone' policy	Pre-visit On the day

Notes