WINCHESTER CATHEDRAL

SAFEGUARDING POLICY

Approved by the Chapter of Winchester Cathedral

The Church is called to share the good news of God's salvation through Jesus Christ. The life of our communities and institutions is integral to how we address this task. The good news speaks of welcome for all, with a particular regard for those who are most vulnerable, into a community where the value and dignity of every human being is affirmed and those in positions of responsibility and authority are truly trustworthy. Being faithful to our call to share the gospel therefore compels us to take with the utmost seriousness the challenge of preventing abuse from happening and responding well where it has.

Promoting a Safer Church House of Bishop's Safeguarding Policy Statement 2017
https://www.churchofengland.org/sites/default/files/2017-11/cofe-policy-statement.pdf

Date approved: December 2021
Date for renewal: December 2022

	Introduction from the Dean
	Safeguarding Contact Details
	Safeguarding Accountabilities
1.0	Safeguarding Policy Introduction
1.1	Safeguarding Policy Statement
1.2	Safeguarding Children Policy
1.3	Safeguarding Adults at Risk of Abuse Policy
1.4	Domestic Abuse Policy
1.5	Human Resource and Safer Recruitment
1.5.1	Recruitment of Ex-Offenders
1.6	Managing Safeguarding Allegations, known offenders and those who may pose a risk to others
1.7	Activities
1.8	Safeguarding Complaints
1.9	Resources and Links

Introduction from the Dean

Welcome to Winchester Cathedral's Safeguarding Policy.

Safeguarding has priority in the life of the church as we seek to follow the teachings and example of Jesus Christ. The Chapter of Winchester Cathedral supports this priority and actively works to ensure the highest possible standards of safety within all aspects of Cathedral life.

Each of us has a responsibility to safeguard all within our Cathedral including our congregations, volunteers, staff, clergy and visitors.

This policy, when read in conjunction with the Winchester Cathedral Safeguarding Practice Guidance, will assist us all in our safeguarding responsibilities as, together, we promote a safer Cathedral for all.

We demonstrate our commitment to safeguarding by ensuring that no-one is able to begin volunteering at the Cathedral unless they have completed their relevant safeguarding training.

The Winchester Cathedral Safeguarding Policy was approved by the Chapter of Winchester Cathedral in December 2021 and will be reviewed by Chapter annually.

On behalf of the Chapter of Winchester Cathedral

The Very Revd Catherine Ogle
Dean of Winchester

Safeguarding Contact Details

In the first instance, please call our Cathedral Safeguarding Manager

Emma Bourner
01962 857281
Mobile: 07393 126649
safeguarding@winchester-cathedral.org.uk

If you are unable to contact our Cathedral Safeguarding Manager, please call the Diocesan Safeguarding Manager (independent of the Cathedral)

Jackie Rowlands
01962 737317
Mobile: 07921 865374
safeguarding@winchester.anglican.org

Dean of Winchester and Chapter Lead on Safeguarding

The Very Revd Catherine Ogle
Deans.PA@winchester-cathedral.org.uk

Head of HR (and Safeguarding)

Sarah Clements
sarah.clements@winchester-cathedral.org.uk

Hampshire County Council - 'Out of Hours' Service

(for immediate advice or help out of office hours Monday – Friday between 6pm and 8am, or weekends and Bank Holidays)
0300 555 1373

Hampshire County Council – Adult Services

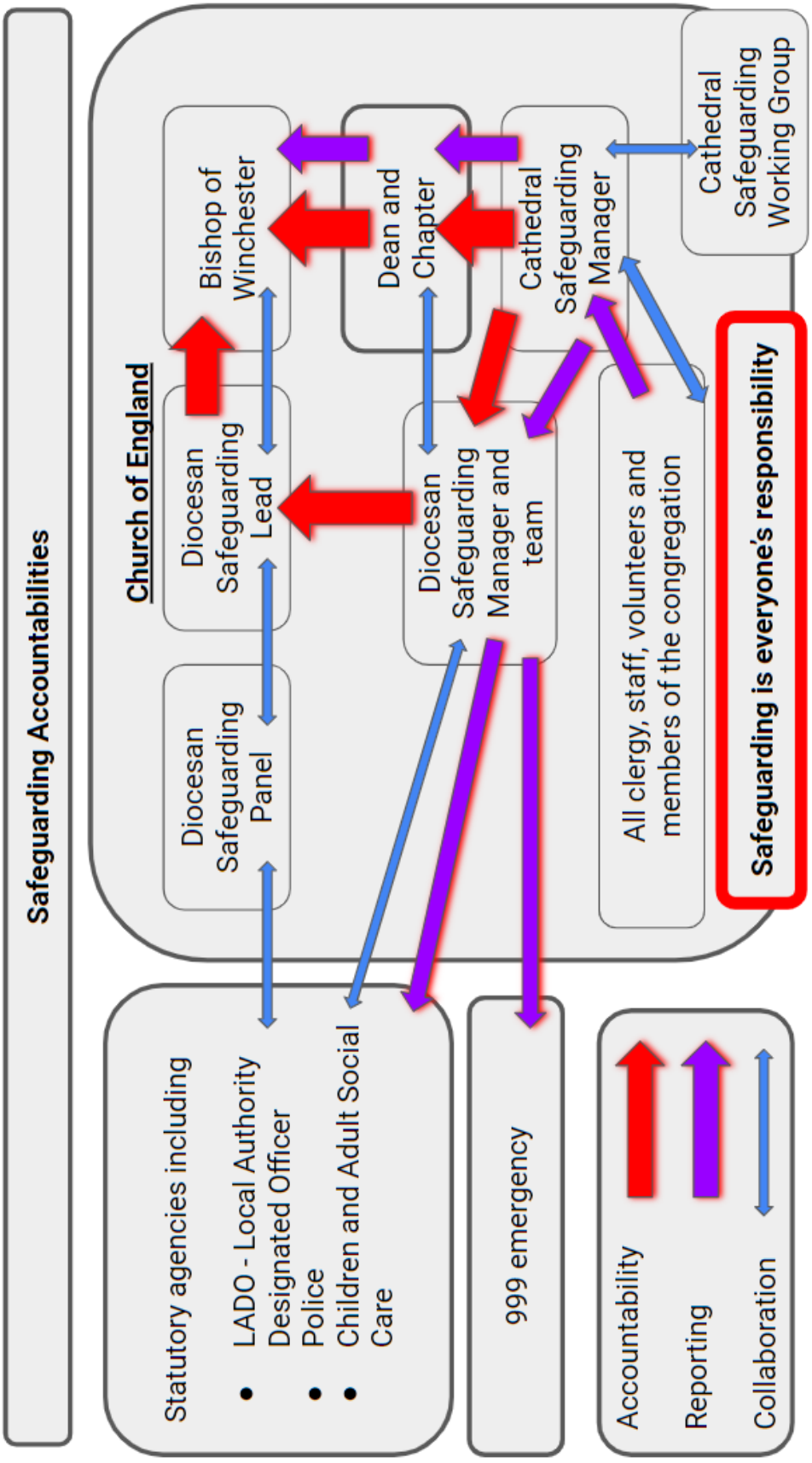
0300 555 1386

Hampshire County Council – Children's Services

0300 555 1384

If you are concerned that a child or vulnerable adult may be at immediate risk, contact the Police on 999.

Safeguarding Accountabilities within the Church of England



1.0 Safeguarding Policy Introduction

This document sets out Winchester Cathedral's safeguarding policy for safeguarding children, young people and adults who may be vulnerable or at risk of harm. It should be read alongside Winchester Cathedral Safeguarding Practice Guidance. It has been informed by, and is compliant with, Church of England policy and practice guidance.

"Under section 5 of the Safeguarding and Clergy Discipline Measure 2016, all authorised clergy, bishops, archdeacons, licensed readers and lay workers, churchwardens and PCCs must have 'due regard' to safeguarding guidance issued by the House of Bishops (this will include both policy and practice guidance). A duty to have 'due regard' to guidance means that the person under the duty is not free to disregard it but is required to follow it unless there are cogent reasons for not doing so. ('Cogent' for this purpose means clear, logical and convincing.) Failure by clergy to comply with the duty imposed by the 2016 Measure may result in disciplinary action".
Taken from "Promoting a Safer Church" (2017), Church of England https://www.churchofengland.org/safeguarding/policy-and-practice-guidance

Safeguarding in the Church of England

The Church of England, its Archbishops, Bishops, clergy and leaders are committed to safeguarding as an integral part of the life and ministry of the Church.

Safeguarding means the action the Church takes to promote a safer culture. This means we will promote the welfare of children, young people and adults, 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. We will 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.

The Church of England affirms the 'Whole Church' approach to safeguarding. This approach encompasses a commitment to consistent policy and practice across all Church bodies, Church Officers and that everyone associated with the Church, who comes into contact with children, young people and adults, has a role to play.

The Church will take appropriate steps to maintain a safer environment for all and to practice fully and positively Christ's Ministry towards children, young people and adults; to respond sensitively and compassionately to their needs in order to help keep them safe from harm.

Safeguarding at Winchester Cathedral

The Dean and Chapter of Winchester Cathedral have adopted, in full, the Safeguarding Policies and Practice Guidance of the Church of England, which can be accessed via the following link: https://www.churchofengland.org/safeguarding/policy-and-practice-guidance

The care and protection of children, young people and vulnerable adults involved in Cathedral activities are the responsibility of the whole Cathedral community. Everyone who participates in the life of the Cathedral has a role to play in promoting a safer cathedral for all.

The Cathedral Safeguarding Policy should be read in conjunction with the Cathedral Safeguarding Practice Guidance and the Winchester Diocese Policies and Practice Guidance: https://www.winchester.anglican.org/documents/category/safeguarding-policies/

1.1 Safeguarding Policy Statement

The Chapter at Winchester Cathedral is committed to:

- Promoting a safer environment and culture
- Safely recruiting and supporting all those with any responsibility related to children[1], young people[2] and vulnerable adults[3] within the Church
- Responding promptly to every safeguarding concern or allegation
- Caring pastorally for victims/survivors of abuse and other affected persons
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons
- Responding well to those that may pose a present risk to others

The following core principles underpin the Cathedral's approach to safeguarding practice[4]

- 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
- Use of professional safeguarding advice and support both inside and outside the Church
- A commitment to the prevention of abuse
- The active management of risk
- Promoting a culture of informed vigilance
- Regular evaluation to ensure best practice

[1] The Safeguarding and Clergy Discipline Measure 2016 defines a "child" as a person aged under 18.
[2] Young people are defined in the Church of England Safeguarding Policy Statement "Promoting a Safer Church" (2017) as "any individual(s) aged 14-17years old."
[3] "Vulnerable Adults" are defined in the Safeguarding and Clergy Discipline Measure 2016, as a "person aged 18 or over whose ability to protect himself or herself from violence, abuse, neglect or exploitation is significantly impaired through physical or mental disability or illness, old age, emotional fragility or distress, or otherwise; and for that purpose, the reference to being impaired is to being temporarily or indefinitely impaired". The full text of the 2016 Measure can be found at: www.publications.parliament.uk/pa/jt201516/jtselect/jtecc/79.pdf
[4] From Core Principles 'Promoting a Safer Church'.

1.2 Safeguarding Children Policy

This policy should be read in conjunction with the national policy for safeguarding, Winchester Cathedral Safeguarding Practice Guidance and the Diocesan policies and practice guidelines.

The Chapter at Winchester Cathedral is committed to promoting and supporting environments which:

- Are child and young person friendly and nurture their positive development.
- Enable children and young people to be active contributors to our community.
- Protect children and young people from actual or potential harm.
- Enable and encourage concerns to be raised and responded to openly and professionally.

We recognise that:

- The welfare of the child or young person is paramount.
- All children (regardless of age, ability, gender, heritage, ethnicity, religious belief, sexual orientation or identity) have the right to equal protection from all types of harm or abuse.
- Abuse of children can occur in all communities, families and groups and that vigilance is key.
- Working in partnership with children, young people, parents, carers, statutory and other agencies, is essential in promoting children's and young people's welfare.

We will endeavour to safeguard children and young people

In all our activities:

- Valuing, listening to and respecting children and young people.
- Fostering and encouraging best practice by setting standards for working with children and young people.
- Ensuring our risk assessments have worked through potential issues and control measures have been put in place, as far as is practicable.

In our recruitment of paid staff and volunteers, following Diocesan procedures in:

- Promoting a culture of ongoing training and development.
- Ensuring safer recruitment processes and practices are carried out consistently.
- Making all necessary checks to promote the selection and recruitment of ordained and lay ministers, paid staff and volunteers working with children and young people.
- Providing supervision, support and training.

In our publicity:

- Sharing information about good safeguarding practice with children, parents and all those working with them.

When concerns are raised, following Diocesan procedures in:

- Responding without delay to every concern raised that a child or young person may have been harmed, or be at risk from harm; or about the behaviour of an adult or child.
- Working with the Diocese and appropriate statutory bodies during an investigation into child abuse, including when allegations are made against a member of the Cathedral community.

In our care:

- Ensuring that informed and appropriate pastoral support is offered to any child or young person who has suffered abuse and other affected persons.
- Ensuring that appropriate pastoral support is offered to any member of our Cathedral community against whom an allegation is made.

In our supervision, following Diocesan procedures in:

- Ensuring, in partnership with the Diocese and other agencies, that care, support and supervision are provided for any member of our Cathedral community known to have offended against a child or young person, or to pose a risk to them, through ongoing assessing and managing risk procedures (following House of Bishops Practice Guidance 2017 regarding managing allegations and risk management of those who pose a known risk to children, young people or vulnerable adults). https://www.churchofengland.org/sites/default/files/2017-11/responding-to-assessing-and-managing-concerns-or-allegations-against-church-officers.pdf

Incident reporting

Any incident/s (safeguarding, health and safety, accident etc) should be reported to the most senior member of staff present and promptly to the Chief Operating Officer; Safeguarding Manager; Diocesan Safeguarding Manager. These will be recorded following statutory good practice guidelines and the national church safeguarding protocols.

Day to day practical arrangements – the Cathedral will:

- Work closely with schools and school groups planning events and visiting the Cathedral.
- Liaise with leaders of groups of children and young people to be aware of those who may be visiting who have additional needs.
- Work closely with leaders of visiting choirs to ensure that they have their own safeguarding policy and have shared it with the Cathedral and that they are familiar with the Cathedral's safeguarding policy statement https://www.winchester-cathedral.org.uk/get-to-know-us/safeguarding/
- Provide an authorised person for group tours/tourist groups to the Cathedral - visiting tour leaders are responsible at all times for their groups.
- Carefully monitor arrangements/activities for children and young people.

1.3 Safeguarding Adults at Risk of Abuse Policy

This policy should be read in conjunction with the national policy for safeguarding, Winchester Cathedral Safeguarding Practice Guidance and the Diocesan policies and practice guidelines.

The Chapter at Winchester Cathedral is committed to promoting and supporting environments which:

- Ensure that all people feel welcomed, respected and safe from abuse.
- Encourage adults who may be at risk of abuse, to lead as independent a life as possible, to choose how to lead their lives and be active contributors to the Cathedral community.
- Protect adults who may be vulnerable from actual or potential harm.
- Enable and encourage concerns to be raised and responded to openly and consistently.

We recognise that:

- Everyone has different levels of vulnerability, and that each of us may be regarded as vulnerable at some time in our lives.
- All adults who may be at risk (regardless of age, disability, gender, ethnicity, heritage, religious belief, sexual orientation or identity) have the right to equal protection from all types of harm or abuse.
- Abuse of adults can occur in all communities, families, and groups, and that vigilance is key.
- Working in partnership with adults who may be vulnerable, their carers and other agencies, is essential in promoting their welfare.

We will endeavour to safeguard adults who may be at risk of abuse in all our activities:

- Valuing, listening to and respecting adults who may be, or feel, vulnerable.
- Fostering and encouraging best practice by setting standards for working with adults who may be at risk of abuse and boundaries for acceptable behaviour, in co-operation with statutory bodies, voluntary agencies and other faith communities.
- Ensuring that appropriate risk assessments are undertaken and control measures put in place.

In our recruitment of paid staff and volunteers, following Diocesan procedures:

- Ensuring safer recruitment process and practice are carried out consistently.
- Making all necessary checks to promote the safe selection and recruitment of ordained and lay ministers, voluntary workers and paid staff working with adults who may be vulnerable.
- Providing supervision, support and training.

In our publicity:

- Sharing information about good safeguarding practice with adults who may be vulnerable, their carers and all those working with them.

When concerns are raised, following Diocesan procedures in:

- Responding without delay to every concern raised that an adult, who may be vulnerable, may have been harmed, or be at risk from harm, through abuse, harassment or bullying; or about the behaviour of an adult or child.
- Working with the Diocese and the appropriate statutory bodies during an investigation into abuse, including when allegations are made against a member of our Cathedral community.

In our care:

- Ensuring that informed and appropriate pastoral care is offered to any vulnerable adult, who has suffered abuse, including support to make a complaint if so desired.
- Ensuring that appropriate pastoral care is offered to any member of our Cathedral community, against whom an allegation is made.

In our supervision, following Diocesan procedures in:

Ensuring, in partnership with the Diocese and other agencies, that care, support and supervision are provided for any member of our Cathedral community known to have offended against a vulnerable adult, or to pose a risk to them, through ongoing assessing and managing risk procedures (following House of Bishops Practice Guidance 2017 regarding managing allegations and risk management of those who pose a known risk to children, young people or vulnerable adults) https://www.churchofengland.org/sites/default/files/2017-11/responding-to-assessing-and-managing-concerns-or-allegations-against-church-officers.pdf

Incident reporting

Any incident/s (safeguarding, health and safety, accident etc) should be reported to the most senior member of staff present and promptly to the Chief Operating Officer; Safeguarding Manager; Diocesan Safeguarding Manager. These will be recorded following statutory good practice guidelines and the national church safeguarding protocols.

Cathedral activities that fall into this policy include:

- Supporting pastoral situations.
- Welcoming groups of adults which may include those considered at risk.

1.4 Domestic Abuse Policy[4]

This policy should be read in conjunction with the national policy for safeguarding, Winchester Cathedral Safeguarding Practice Guidance and the Diocesan policies and practice guidelines.

National definition of domestic violence and abuse (Home Office – March 2013) https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/142701/guide-on-definition-of-dv.pdf

Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse

- Between those aged 16 and over
- Who are, or have been, intimate partners or family members
- Regardless of gender or sexuality

The abuse can encompass, but is not limited to:

- Psychological
- Physical
- Sexual
- Financial
- Emotional

All forms of domestic abuse are wrong and must stop.

The Chapter at Winchester Cathedral is committed to promoting and supporting environments which:

- Ensure that all people feel welcomed, respected and safe from abuse.
- Protect those vulnerable to domestic abuse from actual or potential harm.
- Recognise equality amongst people and within relationships.
- Enable and encourage concerns to be raised and responded to openly and consistently.

We recognise that:

- All forms of domestic abuse cause damage to the survivor and express an imbalance of power in the relationship.
- All survivors (regardless of age, disability, gender, heritage, ethnicity, religious belief, sexual orientation or identity) have the right to equal protection from all types of harm or abuse.
- Domestic abuse can occur in all communities.
- Domestic abuse may be a single incident, but can also be a systematic, repeated pattern which escalates in severity and frequency.
- Domestic abuse, if witnessed or overheard by a child, is a form of child abuse by the perpetrator of the abusive behaviour.
- Working in partnership with children, adults and other agencies, is essential in promoting the welfare of any child or adult suffering abuse.

We will endeavour to respond to domestic abuse by

In all our activities:

- Valuing, listening to and respecting both survivors and alleged or known perpetrators of domestic abuse

In our publicity:

- Raising awareness about other agencies, support services, resources and expertise, through providing information in public and women-only areas of relevance to survivors, children and alleged or known perpetrators of domestic abuse

When concerns are raised:

- Ensuring that those who have experienced abuse can find safety and informed help.
- Working with the appropriate statutory bodies, during an investigation into domestic abuse, including when allegations are made against a member of the Cathedral community.

In our care by:

- Ensuring that information and appropriate pastoral care is offered to any child, young person or adult who has suffered abuse.
- Identifying and outlining the appropriate relationship of those with pastoral care responsibilities with both survivors and perpetrators of domestic abuse.

[4] Taken from Church of England 'Responding Well to Domestic Abuse Policy and Practice Guidance. https://www.churchofengland.org/sites/default/files/2017-11/responding-well-to-domestic-abuse-formatted-master-copy-030317.pdf

1.5 Human Resource and Safer Recruitment

This policy should be read in conjunction with the national policy for safeguarding, Winchester Cathedral Safeguarding Practice Guidance and the Diocesan policies and practice guidelines.

The Chapter at Winchester Cathedral will:

- Recruit all applicants for posts – paid or voluntary –through safer recruitment processes and references taken up as appropriate.
- Ensure safer recruitment process and practice are carried out consistently, in accordance with Diocesan and Church of England Safer Recruitment Guidance https://www.churchofengland.org/sites/default/files/2017-11/safeguarding%20safer_recruitment_practice_guidance_2016.pdf
- Provide supervision, support and training for all staff and volunteers.
- Undertake Disclosure and Barring Service (DBS) checking for roles where there is a legal eligibility for an application
    - Each post should be discussed and agreed on an individual basis with HR and the Safeguarding Manager to assess if the role comes within regulated activity definitions
    - DBS checks may be completed through the HRVS team – HR, Volunteers and Safeguarding

Individuals may choose to sign up to the Government's Online Updating Service where appropriate and provide their unique password under the scheme checking guidelines

Training

Safeguarding training will form part of the induction for all new staff and volunteers. This will be organised through the Cathedral and Diocesan offices in liaison with the relevant line management.

All training follows both the national church schedule of core training and other bespoke training. https://www.churchofengland.org/sites/default/files/2021-06/SafeguardingLearningAndDevelopmentFramework2021.pdf

These include:

- Basic awareness for all office and general staff and volunteers
- Foundation for anyone who has safeguarding responsibilities or has contact in their church role with children, young people and/or vulnerable adults
- Leadership for anyone who has safeguarding leadership responsibilities or responsibility for leading activities with children, young people and/or vulnerable adults
- Senior Leadership training for senior staff who have key roles in safeguarding policy, strategy and practice
- Bespoke training in Domestic Abuse (available on the Church of England Safeguarding Training Portal)
- Bespoke training in Safer Recruitment (available on the Church of England Safeguarding Training Portal)
- Bespoke training in First Aid for Mental Health (available via Custos – our MHFA)

1.5.1 Recruitment of Ex-Offenders

The Chapter at Winchester Cathedral is an organisation which:

- Assesses applicants' suitability for positions included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order, using the criminal records checks process through the Disclosure and Barring Service (DBS).
- Complies with the DBS code of practice (https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/474742/Code_of_Practice_for_Disclosure_and_Barring_Service_Nov_15.pdf) and undertakes to treat all applicants for positions fairly. The Chapter at Winchester Cathedral undertakes not to discriminate unfairly against any subject of a criminal record check, on the basis of a conviction or other information revealed.
- Indicates within recruitment information, whether a criminal record check is required for the position.
- Having a criminal record may not necessarily be a bar to working with children or adults experiencing or at risk of abuse or neglect. Any information provided on either a Confidential Declaration Form or a DBS certificate will be assessed by the Diocesan Safeguarding Manager, who will advise the Chapter at Winchester Cathedral whether an appointment can be made.

1.6 Managing Safeguarding Allegations, known offenders and those who may pose a risk to others

The Cathedral has a mission and ministry to all.

Where the Chapter at Winchester Cathedral is aware that an individual has offended or may pose a risk to others, we will work with the Diocesan Safeguarding Team and any other involved agencies towards safe inclusion in Cathedral activities, in accordance with the Church of England Practice Guidance: Responding to, Assessing and Managing Safeguarding Concerns or allegations against church officer. This guidance also contains 'risk assessment and management of those that may pose a known risk to children, young people or vulnerable adults within a Christian congregation or community. https://www.churchofengland.org/sites/default/files/2017-11/responding-to-assessing-and-managing-concerns-or-allegations-against-church-officers.pdf

In all instances we will work within the national guidelines of the Church of England with individual behaviour agreements/contracts that will be shared with the statutory services such as probation as appropriate. These will be reviewed regularly.

1.7 Activities

All Cathedral activities must be approved by Chapter and require the relevant compliance documentation, including risk assessments.

1.8 Safeguarding Complaints

This policy is for employees, office-holders, volunteers and the Winchester Cathedral Community. It can also be used by visitors and external contractors. Please note that this procedure is not intended to provide a process for the resolution of safeguarding concerns or allegations. These should be reported to the Cathedral Safeguarding Manager or Diocesan Safeguarding Manager, in line with House of Bishops' Practice Guidance.

The Chapter at Winchester Cathedral aims to:

- Provide a fair procedure which is clear and easy to use
- Be open about how we will deal with complaints
- Ensure that all complaints are investigated fairly and in a timely way
- Resolve complaints as soon after the point of original contact wherever possible
- Gather information in order to improve our safeguarding work.

This policy can be used to

- Understand the three stage model of Winchester Cathedral's policy for handling complaints by people who consider that a safeguarding issue relating to them has not been handled correctly
- Find out what you need to do if you have a complaint about the procedure leading to a decision by any representative of Winchester Cathedral regarding a safeguarding issue relating to you
- Find out where to get further information and advice about this policy.

Definition of a complaint

For the purpose of these procedures, a complaint is any expression of dissatisfaction about any aspect of safeguarding work relating directly to you undertaken by representatives of Winchester Cathedral.

All information will be handled sensitively, sharing information on a 'need to know' basis and in accordance with data sharing and confidentiality policy and procedure.

Overall responsibility for this procedure and its implementation lies with the Cathedral Chapter. This policy will be reviewed periodically as required.

Complaints Process Timetable

• Informal stage (where appropriate)

In many cases, a complaint is best resolved by the person responsible for the issue that is being complained about. If the complaint has been received by that person, we expect that all reasonable efforts will have been made to resolve it swiftly if possible and with an appropriate (informal) resolution.

However, we appreciate that this is not always possible or appropriate and therefore have the following three stage process in order to deal with all complaints raised.

• Stage One (Head of HR)
- Initial response usually within one week (five working days)
- Decision usually within two weeks (10 working days)
- If complainant not satisfied, request for Stage Two to be received by the Head of HR within two weeks (10 working days).

• Stage Two (Chief Operating Officer)
- Initial response usually within one week (five working days)
- Decision usually within four weeks (within 20 working days)
- If complainant not satisfied, request for Stage Three to be received by the Chief Operating Officer within two weeks (10 working days).

• Stage Three (Appeal to independent chair of Diocesan Advisory Panel)
- Initial response usually within two weeks (10 working days)
- Decision usually within six weeks (30 working days)

If the complaint is against the Chief Operating Officer, the complainant should address their complaint to the Dean at Stage Two of the process.

Complaints can be made by telephone or in writing addressed to Cathedral Office, No 9 The Close, SO23 9LS or to the Cathedral Office Reception: 01962 857200.

Winchester Cathedral views complaints as an opportunity to learn and improve the support that we offer in the future, as well as a chance to put things right for the person or the organisation that has made the complaint. Whilst this policy applies to complaints, Winchester Cathedral is always delighted to receive positive feedback as well, as this can also help us to improve what we do.

Further information on the procedure for raising a safeguarding complaint can be found in Winchester Cathedral Safeguarding Practice Guidance.

Monitoring and learning from complaints

The number and outcome of any safeguarding complaints will be reported once a year by the Head of HR to the Chapter of Winchester to identify any trends which may indicate a need to take further action.

1.9 Resources and Links

All volunteers (via the Volunteer Coordinator and Section Heads) and staff (via HR) should have easy access to their Safeguarding Aide Memoire.

Winchester Cathedral Safeguarding policy and resources
https://www.winchester-cathedral.org.uk/get-to-know-us/safeguarding/

Winchester Diocese Safeguarding guidelines and resources: https://www.winchester.anglican.org/safeguarding/

Church of England resources on Safeguarding: https://www.churchofengland.org/more/safeguarding

If you refer directly to Hampshire County Council adult or children services or any other outside agency, please inform the Cathedral Safeguarding Manager.

County Council Contact Details
Hampshire County Council – adult and children services: (Adult) 0300 555 1386 (Child) 0300 555 1384 (Out of hours) 0300 555 1373

Hampshire County Council Safeguarding Advisors/ Local Authority Designated Officers (LADO) 01962 876364

Any links to local or national advice and guidance can be accessed via the safeguarding in education webpages: www.hants.gov.uk/educationandlearning/safeguardingchildren/guidance

Links to other pages from the local authority on safeguarding can be found at https://www.hants.gov.uk/socialcareandhealth/childrenandfamilies/safeguardingchildren

The procedures of the Hampshire Safeguarding Children Partnership can be accessed at https://www.hampshirescp.org.uk/procedures/

Southampton City Council – adult and children services: (Adult) 023 8083 3003 (Child) 023 8083 3336 (Out of hours) 023 8023 3344
Portsmouth City Council – adult and children services: (Adult) 02392 680810 (Child) 023 9268 8793 (Out of hours) 0300 555 1373

National Organisations

- NSPCC – children's charity which prevents abuse and helps those affected by abuse
  https://www.nspcc.org.uk/
- Childline – counselling service for children and young people up to the age of 19 years. Telephone 0800 1111 open 24 hours
  https://www.childline.org.uk/
- Age UK – charity for older people which provides information and advice across a wide number of subjects. Telephone 0800 678 1602 open 8am – 7pm
  https://www.ageuk.org.uk/
- MIND – mental health charity which offers information and support. Telephone 0300 123 3393 open 9am-6pm
  https://www.mind.org.uk/

- CALM – mental health charity which offers support to anyone who is struggling or in crisis with mental health. Telephone 0800 58 58 58 open 5pm-midnight
  https://www.thecalmzone.net/
- Refuge – charity for women and children suffering from domestic abuse. Telephone 0808 2000 247 open 24 hours
  https://www.refuge.org.uk/
- Mankind – charity for men suffering from domestic abuse. Telephone 01823 334244 open from 10am-4pm
  https://www.mankind.org.uk/
- MACSAS – supports those who have been sexually abused by ministers, clergy or under guise of the Church). Telephone 08088 01 03 40 open Wednesday 7pm-9.30pm and Saturday 9am-11.30am
  https://www.macsas.org.uk/

Local Organisations

- **Stop Domestic Abuse** – provides services to those affected by domestic abuse
  Email: advice@stopdomesticabuse.uk **and helpline for all of Hampshire 0330 016 5112**

- **Connect to support Hampshire** – an online information and advice guide and directory of services for adult residents in Hampshire to find information, advice and services to manage their own care and wellbeing. You can find out about local groups, activities and services within your community as well as formal care provision.
  https://www.connecttosupporthampshire.org.uk/informationandadvice