



The Chapter of Carlisle Cathedral

**Working at Carlisle Cathedral:
our requirements of our contractors**

December 2017

- give lifts to children or young people on their own or on your own;
- smoke tobacco in the presence of children;
- work whilst under the influence of alcohol;
- be in possession of, or working under the influence of, illegal drugs;
- invite a child to your home;
- arrange any meeting between you and a child/children involved in Cathedral activities
- allow unknown adults access to children;
- allow strangers to give children lifts.

If you encounter an adult who may be at risk of abuse or neglect:

- Refer the matter to the Vergers. The Vergers will contact the Safeguarding staff if necessary.

Your overriding duty is to refer any matters of concern to the Safeguarding personnel listed below:

**The Chapter Safeguarding Lead (01228 521857),
The Safeguarding PA (01228 548107)
or The Dean of Carlisle (01228 523335),**

You MUST contact them immediately

If anyone, child or adult, tells you that they are being abused now or have been abused in the past.

If you fear for the physical safety of any child.

If you have concerns about safeguarding and cannot contact any of the above, you MUST contact

**The Diocesan Safeguarding Adviser, Mr Charles Proctor
on 07458 016884 .**

Mark Boyling

Jan Kearton




Dean of Carlisle

Canon Warden

December 2017

1. Carlisle Cathedral

Carlisle Cathedral is a Christian organisation within the Church of England. As a Christian community, our aim is to reflect God's love in the welcome and care we extend to those who come here.

It matters very much to the Cathedral Chapter (the governing body of Carlisle Cathedral) how the values we hold are expressed in the daily life of the Cathedral. The Chapter wants the Cathedral Church, our ancillary buildings and our green spaces to continue to be places where the public feel welcome and safe. In religious terms, this is a holy place.

You do not have to be a Christian to work at the Cathedral, but you must be able to work here without undermining the values for which this place stands.

Briefly, our values are:

- To recognise that this site and its buildings are signs of God's presence in the world among his people;
- To reflect God's great love for each person, treating everyone with respect and recognising the dignity of every person as a child of God;
- To have a particular care for children (anyone under the age of 18) and anyone who is unable fully to care for themselves, especially adults at risk of abuse or neglect (for example, people who have fallen on hard times, those who have mental illnesses, the elderly and frail, and anyone in need of help and support from statutory organisations).

In practical terms, this means that **you must not:**

- Swear—the Chapter will not tolerate inappropriate language which is audible either to members of the Cathedral community or to our visitors
- Call out inappropriately to passers-by
- Speak rudely to members of the public or anyone engaged in Cathedral activity
- Offer any form of abuse to anyone here (Note: abuse can be sexual, verbal, physical, emotional, financial or bullying)

In practical terms, you must:

- Work in safe ways which do not endanger anyone;
- Always act in accordance with the Cathedral's safeguarding policy.

Safeguarding at the Cathedral

The Cathedral's full Safeguarding Policy and associated documents can be found in the safeguarding section of the Cathedral's website, www.carlislecathedral.org.uk. The following are extracts from the Church of England House of Bishop's policy statement about safeguarding:

"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 safe guarding. 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."

The Chapter of Carlisle Cathedral is fully committed to keeping children and adults who are vulnerable safe at the Cathedral and requires everyone working at the Cathedral to comply with its Safeguarding Policy.

Should you become aware of abuse of any kind at the Cathedral you MUST immediately contact either

The Chapter Safeguarding Lead, Canon Jan Kearton on 01228 521857

Email : canonwarden@carlislecathedral.org.uk

or

the Safeguarding PA, Mrs Karen Natrass on 01228 548107

Email : karen@carlislecathedral.org.uk

What does it mean in practice to implement the Cathedral's safeguarding policy?

Contractors and their staff must recognise that there are many kinds of abuse. You must not engage in abuse that is:

- Physical
- Sexual
- Verbal
- Emotional
- Financial
- Facilitated by social media (e.g. sexting, trolling, threatening)
- Neglect (in the sense of failing to provide proper care of a child or vulnerable person)
- Bullying

When you encounter children at the Cathedral you should:

- **never be alone with a child;**
- treat all children (under 18s) with respect and dignity;
- ensure that your own language, tone of voice and body language is respectful;
- inform the Vergers or the Safeguarding PA straightaway if a child is distressed;
- without touching, respond warmly to a child who needs comforting, but make sure there are other adults around;
- record any concerning incidents and give the information to Canon Kearton, having signed and dated the record;
- always share concerns about a child or the behaviour of another worker with the Safeguarding contacts—see page 2

You must not:

- **Be alone with a child**
- touch a child, except in extreme emergencies to prevent injury or death;
- invade a child's privacy while washing or toileting;
- play rough physical or sexually provocative games;
- use any form of physical punishment;
- be sexually suggestive about or to a child even in fun;
- scapegoat, ridicule or reject a child, group or adult;
- permit abusive peer activities e.g. ridiculing or bullying;
- show favouritism to any one child or group;
- allow a child or to involve you in excessive attention-seeking especially if this is overtly physical or sexual in nature;