



Welcome to our Monthly Safeguarding Briefing September 2026

Help Shape the Future of Safeguarding Across the Diocese

- Your view matters as INEQE launch their Diocese of Norwich survey 

Thank you to everyone who was able to attend one of our online briefing sessions in preparation for the INEQE safeguarding surveys. It was encouraging to see more than 140 people join the sessions and demonstrate their commitment to strengthening safeguarding across our Diocese and Cathedral. The presentation and questions raised at the event can now be viewed through the updated INEQE Safeguarding Audit page on the Diocese website [HERE](#).

As discussed during the briefings, if every attendee encourages 20 to 30 others to complete a survey, we could achieve response rates comparable with those seen in other dioceses. Every response matters, and every conversation you have about the survey can help us reach that goal.

The 5 Ts for Survey Success Tell, Teach, Treat, Transform, Treasure

To achieve a meaningful survey response, we ask for everyone to embrace the 5 T's:

- Tell others about the survey and why their voice matters.
- Teach people how simple it is to take part, using the QR codes, links and local support available.
- Treat every opinion as valuable, encouraging participation without pressure or judgement.
- Transform the strength of the audit by increasing the number of responses and ensuring every community is represented.
- Treasure the opportunity to shape the future of safeguarding, recognising that every completed survey helps create safer churches and stronger safeguarding cultures.

If each of us commits to the 5 Ts, we can turn one invitation into many voices. The more people who participate, the stronger the evidence, the richer the insight, and the greater our ability to demonstrate our collective commitment to safeguarding.

The Surveys Are Now Live!

INEQE has now launched the Diocese of Norwich and Norwich Cathedral safeguarding surveys. You can access the survey landing page [HERE](#).

Your involvement in the audit will primarily be through these online questionnaires, which provide an important opportunity for everyone to share their experiences, perspectives and insights. Please share this email to any of those on the below list that you know asking them to complete the survey: -

- **Diocesan employees** and volunteers including all staff and volunteers within the Diocesan Board of Finance, Diocesan Board of Education, Bishop's Office, Diocesan Synod and Bishop's Council.
- Members of the **Cathedral worshipping community**.
- The **Cathedral workforce**, including all employees and volunteers.
- The **parish workforce, including clergy, employees, volunteers and worshipping and non church going communities**.
- Children and young people (under 18s) and victims and survivors, who will have access to dedicated questionnaires designed specifically for them.

Please Complete Every Survey Relevant to You - this may mean more than one!

Posters containing survey links and QR codes are available [HERE](#). Each poster provides access through either a QR code or a web link. If more than one survey applies to you, please take the time to complete each relevant questionnaire.

Please ensure that you take a look at our updated INEQE webpage on the Diocese website, which can be found [HERE](#). By keeping this up to date, we are hoping that this will contain all of the information and resources you require.



Why Your Voice Matters

The surveys are both anonymous and confidential. INEQE is not seeking to identify individuals, and no individual responses will be shared with the Church of England, the Diocese, the Cathedral or any other organisation. The information gathered will help the audit team understand current safeguarding culture and practice and identify areas of strength as well as opportunities for improvement.

This audit is about much more than policies and procedures. It is about ensuring that safeguarding remains a living thread woven through everything we do, helping to create churches, communities and places of worship where everyone feels safe, valued and supported.

A strong survey response rate sends a clear message that safeguarding matters to us. The more people who participate, the more we demonstrate our confidence in discussing safeguarding openly, honestly and constructively. Completing the survey is an opportunity to show that we are committed to listening, learning and continually improving. Please take a few minutes to complete the survey and help demonstrate the importance we place on safeguarding across our Church communities

Supporting Those Who Need Help to Participate

INEQE and the Diocese recognise that not everyone is comfortable accessing online questionnaires independently. To maintain the integrity of the audit process, the method of collection cannot be changed during the survey period. However, if individuals in your parish would like to participate but do not have internet access or need support using the online form, please consider arranging assistance for them.

There is no limit to the number of questionnaires that can be submitted from the same device, making it easy to support others in completing their surveys. Several parishes have already found it helpful to organise informal "survey support" sessions after Sunday services, where people can receive assistance and complete their questionnaires. This simple approach can significantly increase participation and ensure that as many voices as possible are heard.

For more information on how to help participants engage with the survey, please review our questions and answers from our recent Zoom sessions by clicking [HERE](#).

Together We Can Make a Difference

The success of this audit depends on the breadth of participation across our Diocese and Cathedral. By completing the survey and encouraging others to do the same, you are helping to build a clearer picture of safeguarding practice and supporting the creation of safer, stronger and more welcoming church communities for everyone.

Please [complete your survey today HERE](#) and [encourage others](#) to take part. Every voice counts.

Safeguarding Resources Spotlight

1 The Church of England Safeguarding e-Manual

Did you know that the Church of England's Safeguarding e-manual is available online for anyone involved in safeguarding within the Church?

The e-Manual brings together national safeguarding policies, practice guidance and procedures in one place, making it easier for clergy, churchwardens, Parish Safeguarding Officers, PCC members and volunteers to access current safeguarding information. Whether you need guidance on responding to a concern, safer recruitment, risk assessments, allegations management, record keeping or survivor support, the e-Manual is an invaluable resource. The guidance is regularly updated to reflect changes in legislation, policy and best practice, helping churches ensure their safeguarding arrangements remain current and effective.

Why not take a look?

- Access national safeguarding guidance and procedures.
- Find practical advice on managing safeguarding concerns.
- Support safer recruitment and volunteer management.
- Understand roles and responsibilities in safeguarding.
- Stay up to date with the latest Church of England guidance.

 Visit the Safeguarding e-Manual [HERE](#)

2 Safety in the Church

In addition to the safeguarding e-manual, additional resources aimed at PCCs and Church charities are available. This resource page provides wider templates and tools that Parishes may find helpful to progress their Parish Safeguarding Dashboard requirements.



Message from Keith Philpot (INEQE Project Manager)

Project Update

Preparations for the INEQE safeguarding audit in January 2027 are progressing well!

The survey is live and both the Diocese and Cathedral have also got access to INEQE's 360 Audit Tool, the secure online platform through which all evidence for the audit will be submitted.

These steps mark a significant milestone in our preparations for the forthcoming INEQE Safeguarding Audit (taking place 6th–18th January 2027).

The 360 system is INEQE's digital self-assessment platform. It enables us to share:

- The context of the Diocese and Cathedral prior to the site visit.
- Upload our evidence of safeguarding practice across the five National Safeguarding Standards.
- Celebrate areas of strength in safeguarding ("what's going well")
- Identify gaps where more development is needed to improve our safeguarding service
- Provide plans for improvement, where relevant, to ensure that any person with lived experience of trauma receives the best possible response.

The tool is designed to give a rounded and honest picture of safeguarding across the diocese and cathedral, it is not a pass/fail inspection, but an opportunity for a specialist safeguarding organisation to journey with us, to review our progress and future learning needs.

Collaboration between Diocese and Cathedral

In early September 2026 we had our initial meeting with INEQE. Both the DBF and Cathedral have a single point of contact (SPOC) (ie the person coordinating the INEQE response) therefore this was a joint meeting and we are now in regular communication with the INEQE audit team.

We will continue working closely with the Cathedral to oversee all preparation work and to coordinate activity and monitor progress, sharing updates with INEQE around progress.

Next month we will give you an update on progress with the survey and highlight groups where representation is lower than expected. Please continue to promote the survey and feel free to use this bulletin to spread the message across your Parish.

Thank you,

Keith

How do I report a concern?

If you have a safeguarding concern, allegation or suspicions of abuse about a child or vulnerable adult, please immediately contact the Diocesan Safeguarding Officer [here](#).

If you have any difficulties, please contact **01603 882345** and a member of the Safeguarding team can help you. Your **Parish Safeguarding Officer** is also a local first point of contact for reporting safeguarding concerns.

If you or someone you know is in immediate danger, it is important that you quickly get the right help – call the police on 999.

Both of our Safeguarding Officers can be contacted on:
safeguarding@dioceseofnorwich.org or **01603 882345**

Please note: this is not an emergency service, the Advisers operate within working hours. Please leave a voicemail and someone will get back to you.

If you wish to directly contact one of the advisers in particular, their contact details are:

- Sue Brice, Diocesan Safeguarding Officer
07958 377079 or sue.brice@dioceseofnorwich.org
- Peter Sayer, Diocesan Assistant Safeguarding Officer
07342 999386 or peter.sayer@dioceseofnorwich.org

Thank you

A heartfelt thank you to everyone who has supported the INEQE Safeguarding Project so far. Whether you've contributed to surveys, attended training, helped coordinate information, taken part in the self-assessment, or simply shared your time and insights—your involvement has been invaluable. This is a collective effort, and your commitment is helping us build a stronger, safer culture across the Diocese and Cathedral.

Most of all, thank you for your safeguarding efforts that go unseen, week in, week out, that makes your church a safer place for all.

-The Audit Project Team

Email the Project Team here



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