Getting Ready for the INEQE audit

THE CHURCH OF ENGLAND
Diocese of Norwich

Welcome to our Monthly Safeguarding Briefing

November 2026

Thank You for Your Support – the INEQE Audit Survey is complete! ✅



A huge **thank you** to everyone who has taken the time to complete the INEQE Audit Survey. Your participation has been outstanding and, thanks to the collective efforts of parish, cathedral and diocesan communities, we have met every response target set by INEQE. This is a significant achievement and an important first step in our audit journey, providing valuable insight that will help shape safeguarding improvements across the Diocese.

The final figures show that responses from DBF and Bishops' Staff, Cathedral Staff, Victims and Survivors, and Children have all met their targets. Parish Workforce and Parish Community responses are also within the tolerance levels agreed by INEQE, resulting in over 1,800 survey responses. THANK YOU! This level of engagement demonstrates the commitment of our communities to strengthening safeguarding arrangements and creating safer environments for all.

Please also take a moment to watch the short video message from **Archdeacon Keith James**, who offers his thanks to everyone who has supported the survey and reflects on the positive progress made so far on the project.

This is genuinely worth celebrating. To have met every target set by INEQE is an excellent result and demonstrates the willingness of people across the Diocese to engage in this important work. Thank you once again for your support.





Next Stage of the INEQE Audit – Speak with the Auditors📢

Following the excellent response to the INEQE Audit Survey and the submission of our evidence portfolio, the audit is now moving into its next phase.

The INEQE auditors will be undertaking fieldwork between 4th and 15th January and wish to meet directly with a range of stakeholder groups as part of the audit process. You may already have been asked to keep some time available in your diary for this purpose.

At this stage, we are seeking volunteers who would be willing to participate in these focus group discussions. Our aim is to identify a dedicated group of representatives for each meeting so that the project team can work directly with those volunteers, minimising disruption to the wider diocese and allowing others to continue with their usual activities.

If you would be interested in meeting with the INEQE auditors, please identify the focus group most relevant to your role and complete the online registration form below to express your interest. **This registration process will close on the 26th November 2026.**

If sufficient numbers are received through this process, the project team will work exclusively with these groups and will coordinate any additional audit-related information requests separately, ensuring that only those who need to be involved are contacted.

Please note that the below times and dates are set and are unable to be changed, therefore we are looking for those who are available at these precise dates and times.

Clergy Focus Group (In person)

Tuesday 12th January 2027 - 10am

Meeting will take place at Norwich Cathedral - further details to be provided soon

This focus group is only for all Licensed Clergy including those with PtO.

To register your interest in attending, please complete the following form;

Register for the Clergy Focus Group

Diocese Volunteers Focus Group (Online)
Monday 4th January 2027 - 3pm

This focus group is only for any Parish Safeguarding Officers or Churchwardens.

To register your interest in attending, please complete the following form;

Register for the Volunteers Focus Group

Youth Workers and Leaders Focus Group (Online)
Friday 8th January 2027 - 11am

This focus group is only for any persons leading or helping with a youth activity within the diocese.

To register your interest in attending, please complete the following form;

Register for the Youth Workers and Leaders Focus Group

If you have any queries about the above focus group sessions or the registration process for these, please contact the Audit Project Team on **ineqe@dioceseofnorwich.org.**

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**

- Sara Shorten, Deputy Diocesan Safeguarding / Cathedral Safeguarding Officer
  01603 882345 or **sara.shorten@dioceseofnorwich.org**
- Peter Sayer, Assistant Diocesan 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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