

INEQE Safeguarding Audit Action Plan

This action plan is produced in response to the independent audit undertaken by INEQE and published in November 2025. The action plan follows the structure of the Church of England National Safeguarding Standards (NSS) and outlines the practical actions being undertaken by the Diocese to address the recommendations for the Diocese from the INEQE Safeguarding Audit 2025. The Cathedral Chapter have oversight and management of recommendations made with regards to Peterborough Cathedral.

This plan is owned by the Diocese of Peterborough Senior Leadership Team and was produced by the Diocesan Safeguarding Officer with their input. The trustees of the Diocesan Board of Finance, and the Diocesan Safeguarding Advisory Panel (DSAP) will have at least twice yearly oversight of the plan. Other relevant groups and individuals will be updated and consulted as required.

The published INEQE report acknowledged significant challenges in ensuring safeguarding is fully fit for purpose but also noted that the Diocese is 'resolutely on a path of improvement'. INEQE found 'an emerging culture of care and professionalism' across the Diocese, marked by an overwhelming majority of the worshipping community reporting improvements in safeguarding arrangements and a growing confidence in raising concerns.

Some of the recommendations have already been put into place, others will need time and reflection to make sure they are implemented well. The Diocese remains committed to our ongoing journey of safeguarding improvement, making progress with pace despite significant changes in staffing in senior positions over the last six months, acknowledging where work needs to be done, and listening well to victims and survivors.

Colour Coding Utilised	
	Recommendation not accepted as described
	Recommendation accepted but work yet to commence
	Work ongoing
	Recommendation Completed

National Standard One: Culture, Leadership and Capacity	
D1: Introduce a quarterly DBF-specific safeguarding culture insight survey focused on staff confidence in the established culture, transparency, and effective concern-raising mechanisms. The goal is to achieve a measurable increase in DBF staff confidence (targeting an improvement beyond the current level of 'just over half') that a robust safeguarding culture is embedded within the DBF itself.	
D1 commentary: There are significant changes ongoing in the DBF at this time as we implement the recommendations of our Governance Review; this recommendation will be revisited within 12 months.	
D2: Formalise the current leadership's commitment to transparency by creating a publicly accessible report (for internal or external audiences as appropriate) that details the specific actions taken to address past issues. The DSAP should, in parallel, monitor the frequency and scope of proactive communication from leadership regarding safeguarding culture updates and actions (e.g., tracking the number of open forums held and the frequency of progress reports issued).	
D2 commentary: This is likely two separate workstreams: D2.1 - Develop annual safeguarding reports and D2.2 - Develop and implement safeguarding comms plan with assistance from Comms Team. An annual report is prepared for Diocesan Synod and safeguarding is considered within the DBF comms plans.	

D3: The DSAP should investigate and address the perception that the DBF working environment is 'outdated', focusing on any potential impact on effective safeguarding practice. In doing so they should, develop and implement a targeted action plan to improve systems and structures, monitoring the use of 'outdated' as a descriptor in subsequent cultural surveys.	
D3 commentary: Investigation by DSAP can be instigated soon - given that this is cultural change a target date for seeing real change will need to be at least 12months into the future as this will take time to see.	
D4: Clarify and document the safeguarding responsibilities of all senior leaders to ensure that safeguarding activities across the diocese receive appropriate focus and support.	
D4 commentary: This is incorporated into the ongoing governance review. This will need to be reviewed as/when new roles are created and responsibilities should be specified in role descriptions which have now been standardised.	
D5: Appoint a new Suffragan Bishop to support the Diocesan Bishop in key aspects of the DBF's safeguarding improvement journey, such as issues related to compliance with training and DBS requirements for clergy, Dashboard roll-out and uptake across parishes and support to Archdeacons regarding their safeguarding functions.	
D5 commentary: A new Suffragan Bishop has been appointed; his Welcome service in the diocese will be in September 2026	
D6: Establish a framework for both formal and informal parish visits to strengthen the safeguarding focus. This framework should require pre-visit briefings from the Diocesan Safeguarding Team (DST) to ensure Archdeacons are well-informed, guarantee that contextually relevant safeguarding issues are explicitly prioritised as discussion points during all parish engagements, and mandate post-visit debriefing sessions with the DST to capture key insights and inform broader diocesan strategy.	
D6 commentary: Pre-vacancy planning meetings are now scheduled with the Archdeacon, Parish and Diocesan Safeguarding Team. Informally information is sought from the safeguarding team prior to visitations but this needs to be formalised. Safeguarding is also now covered within the exit interviews for clergy leaving a parish.	

D7: Implement mandatory, specialised training for Archdeacons and all core group participants to manage complex safeguarding tasks, including essential skills like trauma-informed practice and clear escalation pathways. Crucially, establish a formal system to ensure the health and wellbeing of those involved by providing guaranteed access to reflective supervision (potentially using an external qualified professional) during these processes. To uphold impartiality, formalise protocols for conflict-of-interest checks for all chairs and actively address any imbalance of power within core groups at the earliest opportunity.	
D7 commentary: This is separated into three strands: D7.1 -Implement specialised training for ADs and core group; D7.2 - Develop formal system to ensure health and wellbeing of SCMG participants; D7.3 - Develop protocol for conflict-of-interest checks Archdeacons have attend NST training in relation to the new managing allegations framework and Safeguarding Case Management Groups (SCMG which have replaced core groups). Ad-hoc informal arrangements are now in place for health and well-being and these require some further formalisation. Conflict of interest checks are made in every SCMG.	
D8: The Strategic Progression Pathway for the DSO should encompass the following: A structured mentorship with an individual in a comparable strategic governance or executive role to impart high-level decision-making and stakeholder management skills. Provide focused development in corporate governance and organisational finance to enable the DSO to effectively navigate and influence the executive and financial landscape of the Diocese. Fund a relevant post-graduate qualification (e.g., Master's or Executive certification) to formally cement the DSO's strategic leadership capabilities and to equip them for future progression.	
D8 commentary: To separate into three strands: D8.1 - mentorship. Arrangements for coaching already in place; D8.2 - Corporate governance training; D8.3 - Post grad qualification (current DSO already has this so considered lower priority). Operational recommendations must take priority.	
D9: Conduct a skills, inclusion and diversity audit when refreshing board membership. The aim should be to ensure membership at this strategic level reflects the community it serves and has the skills and abilities to ensure effective oversight and challenge. The DSO should be in attendance at all such meetings.	

D9 commentary: DSO now attends all DBF Trustees and Bishops Council meetings. Ongoing governance review. Moving to new board structure and new trustees in 2027 - an audit of membership has begun to prepare for this. Link to D26	
D10: Implement a mandatory Trustee Induction and Refresher Training (every 2–3 years), focusing exclusively on the Board's strategic safeguarding governance. This training must distinguish between the Board's ultimate legal accountability and management's operational role.	
D10 commentary: Safeguarding specific training for trustees is planned for the new trustees. A formalised induction and training programme is being developed as part of the ongoing governance review.	
D11: The Board should appoint a Lead Trustee for Safeguarding and establish a mechanism for regular, formal reporting to ensure continuous oversight.	
D11 commentary: This has been included in the newly reviewed structure of the trustees board which will start in Summer 2026.	
D12: Trustees must be equipped to approve, resource, and critically review the Safeguarding Policy and associated frameworks. Crucially, they must ensure safeguarding risks are fully integrated into the overall Risk Register, focusing on high-level threats, and clarify the duty for prompt recognition and mandatory reporting of Serious Incidents to regulators.	
D12 commentary: Separate into two strands: D12.1 - Safeguarding Risk Register development and oversight; D12.2 - Process for SIRs to Charity Commission. Safeguarding Risk Register is drafted for sharing with Trustees and SIR process is defined and being implemented.	
D13: Prioritise a governance culture that actively promotes challenge and scrutiny. Trustees must be equipped to demand and interpret data-driven assurance reports on safeguarding performance, moving beyond anecdotal evidence. Furthermore, the Board must actively model the 'tone from the top' and ensure transparent record-keeping and clear documentation of decisions across all governance bodies to establish an unimpeachable audit trail for accountability.	
D13 commentary: Integral part of the ongoing governance review. Culture shift will take time to embed.	

D14: Safeguarding must become a standing agenda item for all key oversight meetings, including the Bishops' Leadership Team (BLT) and the Bishop's Management Group (BMG). This will mandate regular, explicit discussion of safeguarding compliance, strategy, emerging issues and when appropriate operational imperatives.	
D14 commentary: Safeguarding is now a standing agenda item on Executive Team, Bishops Senior Leadership Team and other meetings.	
D15: Up to and until the appointment of a Director of Safeguarding, the Diocesan Safeguarding Officer (DSO) should be invited to, and (operational commitments permitting) attend, all key oversight meetings. The DSO's presence is essential, as they are the ultimate authoritative decision-maker on all matters relating to operational safeguarding.	
D15 commentary: Link to D26 Senior Leadership level decision to be formally taken with regards to Director of Safeguarding role. DSO is now invited to attend sections of each SLT and all trustee meetings.	
D16: Formalise and reinforce the independence and demonstrable impact of the DSAP's scrutiny functions. Explore restructuring options or establishing operational subcommittees to strengthen its authoritative and independent role, addressing a key national and local governance concern.	
D16 commentary: Commitment to produce annual DSAP report (link to D2.1) to be published on Diocese website. Sub-committees to be explored.	
D17: Expand the DSAP's membership to include further representatives from local charities (e.g., mental health, foodbanks, homeless support) and improve engagement with all statutory partners to ensure a comprehensive range of viewpoints.	
D17 commentary: There is broad membership on DSAP, including from local homelessness charity. We continue to have good representation from statutory partners.	
D18: Enhance multi-agency relationships through regular one-to-one meetings with key statutory leads. Ensure active DSAP participation in relevant multi-agency forums and establish informal, efficient information-sharing channels.	

D18 commentary: The DSAP Chair regularly meets with key statutory agencies and the DSO is a member of partnership boards.	
D19: Establish dedicated survivor focus groups or networks and facilitate regular 'listen and learn' events to ensure the direct lived experiences of victims and survivors inform and shape safeguarding practices.	
D19 commentary: This is a high priority for us and one which must be done well. We are in the initial steps to facilitate this and DSAP, SLT and our trustees will assist in this.	
D20: Institute a cyclical approach to conduct in-depth reviews of specific safeguarding areas. This activity must be systematically aligned with National Safeguarding Standards to ensure comprehensive scrutiny over time.	
D20 commentary: DSAP are aligning reviews/focus areas with the national safeguarding standards Quality Assurance activities undertaken by the NST Regional Leads.	
D21: Develop structured, quantitative frameworks for insight and oversight. These must target the National Safeguarding Standards and agreed areas of risk, need, and development to drive systematic and continuous improvement.	
D21 commentary: Closely aligned to D20.	
D22: Strengthen internal scrutiny by commissioning regular practice audits of safeguarding processes. Further develop and maintain contemporary Risk Registers and develop measurable metrics to assess the actual impact of safeguarding interventions.	
D22 commentary: Two distinct strands: D22.1 Regular practice audits; D22.2 Risk registers (linked to D12.1). A practice audit regarding the MES scheme has already been undertaken and others are being planned.	
D23: Appoint a Deputy DSO.	
D23 commentary: Role has been agreed and an appointment should be made soon.	

D24: Appoint two fixed term contract staff (six to nine months) to immediately address the deficits in case management, cleansing and updating records and re-launching and supporting an enhanced adoption of Dashboards. (linked to D41)	
D24 commentary: Following consideration we have decided to cover this within the Diocese Safeguarding Team; a significant portion of this work has now been completed. This decision was supported by DSAP.	
D25: Implement a change to the Safeguarding Support Officer's role, renaming it the 'Safeguarding Team and Parish Support Assistant'. The aim is to refocus the function to include filtering calls, providing greater support to parishes (specifically regarding dashboards), assisting archdeacons (with Visitations), and supporting the evaluation of training.	
D25 commentary: Current Safeguarding Support Officer role provides much needed support within the team and across the parishes. Training evaluations are undertaken with the training function within the team. The suggested functions are covered across the Diocese Safeguarding Team.	
D26: An operationally independent Director of Safeguarding (DoS) should be appointed to lead a new Safeguarding Directorate. A) The DoS should be the ultimate authoritative voice on all safeguarding matters, ensuring decisions are not influenced by clergy. They would assume power and authority vested in the DSO role. B) The DoS should be empowered with the authority to provide robust oversight, expert advice, and direction, and the ability to challenge senior clergy and Church bodies when necessary. C) The DoS should have a clear pathway to escalate serious concerns directly to higher authorities, including the National Director of Safeguarding (NST).	
D26 commentary: Whilst General Synod continues to define what independent safeguarding looks like through Safeguarding Structures we cannot engage fully with the recommendation for an operationally independent Director of Safeguarding. The DSO has the authority required for independent assessments and judgements and the ability to escalate concerns. We will continue to be guided by the National Church and will continue to review what independence looks like.	
D27: The DBF should carry out a cost benefit analysis of the potential trade off regarding dedicated trainers versus ADSO's with a training portfolio and a budget to bring in specialist external training.	

D27 commentary: Decision taken to have specialist Safeguarding Training Officer role. Benefit that this ensures that training is not less of a priority at times of demand on the team.	
D28: The DBF should consider a job share approach for future recruitment to the DST/ Safeguarding Directorate. This would present an opportunity to strengthen the blend of professional safeguarding backgrounds in the DST.	
D28 commentary: Job shares would always be considered as part of recruitment. There continues to be a good blend of professional backgrounds within the safeguarding team.	
D29: The DBF should conduct a review of remuneration for safeguarding roles to ensure it aligns with market rates, thereby offering the best opportunity to engage high-quality personnel.	
D29 commentary: Initial banding exercises have taken place. There is further work to be undertaken which will be monitored by the Trustees.	

National Standard Two: Prevention

D30: The DBF should implement a clear and systematic plan to encourage parishes to adopt the Parish Dashboard. This could involve actively communicating its benefits, offering user-friendly training and support, demonstrating its value and ease of use, and proactively addressing any concerns.

D30 commentary: Training and support is being offered to PSOs from the Diocese Safeguarding Team, both during PSO network events and on an individual basis. We are strongly recommending use of the Parish Dashboard and training from the dashboard provider is scheduled for an upcoming PSO network event. Dashboard usage has improved.

D31: To assure itself of the quality and impact of Parish Dashboard data, the DBF should define and adopt a Parish Dashboard quality assurance process. While it should be built on the principle of 'working with' rather than 'doing to', this process should involve dip sampling to test the veracity of Parish Dashboard data.

D31 commentary: The priority has been on improving usage and beginning to roll out the Parish Hubs. The data on Parish Dashboards is utilised during vacancy planning, clergy inductions and at other relevant points. We are strongly encouraging usage and will support the parish how we can; at this point we cannot undertake dip sampling.

D32: The DBF should develop a safeguarding policy that is specifically tailored to the unique needs and practices of the Peterborough Diocese.

D32 commentary: We currently link to the national safeguarding policy. Linked to the ongoing governance review during which our safeguarding policy will be reviewed with the new trustees.

D33: To strengthen opportunities for learning and sharing best practices, the DST should first review its own operations, using the findings from this Audit to identify both strengths and areas for improvement. The team should then identify and learn from other dioceses that have been recognised for their strong practice. Finally, these valuable insights should be integrated into policies and support to enhance existing practices.

D33 commentary: We have built strong links with our regional colleagues and routinely share good practice. Once the team is fully resourced we are planning to spend more focussed time with a Diocesan team that has been recognised for its strong practice. The DSO attends the National Safeguarding Panel meetings as a DSO representative.	
D34: The DBF should facilitate regular face-to-face or virtual sessions, and/or networking events, for PSOs. These gatherings would provide valuable opportunities for PSOs to learn and share good practice with their peers.	
D34 commentary: PSO network events are held on at least a quarterly basis with monthly PSO drop-in sessions with the Diocesan Team also set to begin. There has been good feedback about these networking events; there is time for updates and discussion with the diocesan team and then free time for networking with PSO colleagues. A range of external speakers is utilised.	
D35: The DBF should consider facilitating an annual networking event for PSOs. This event would allow PSOs to connect with peers and hear from leading safeguarding professionals on new and emerging themes relevant to their role. To ensure the success and sustainability of such events, the DBF should also make a provision for a dedicated budget.	
D35 commentary: We are planning for annual events. A larger PSO recognition event is scheduled for November 2026 and early plans are in place for another larger event in Summer 2027. There is a defined budget for this in planning for 2027.	
D36: The DBF should review the safeguarding and PSO webpages to introduce a clearer hierarchy for content, which would greatly enhance user navigation and the logical flow of information. Furthermore, the text used for hyperlinks should be more explicit, clearly indicating the content or destination that users can expect to find by clicking on them (e.g. the link to access national 'Templates and resources The Church of England' could explain what types of resources are available)	
D36 commentary: This is being incorporated into a wider review of the Diocese website which is ongoing.	
D37: The DBF should develop a communication plan which embeds key safeguarding messages throughout its online and digital channels. Consideration should be given to understanding the	

needs of the followers, adopting different techniques specific to the platform and utilisation of relevant awareness days, campaign and events to amplify the message.	
D37 commentary: The Diocese communications team continues to ensure that safeguarding messages and events are incorporated into comms planning. National events and campaigns are supported. We are exploring how we most effectively share good local practice and positive news stories.	
D38: The DBF should develop engagement mechanisms to consider the needs, experiences and voices of children, vulnerable adults, and survivors within safeguarding prevention planning.	
D38 commentary: Links to D19. This is a high priority for us and one which must be done well. We are in the Initial steps to facilitate this and DSAP, SLT and our trustees will assist in this.	

National Standard Three: Recognising, Assessing and Managing Risk

D39: The DSAP should develop a standalone operational safeguarding risk register to allow for more focused scrutiny on the full range of safeguarding concerns, some of which might graduate to the strategic risk register held by the DBF. This should be reviewed and updated at a minimum cycle of quarterly.

D39 commentary: DSAP have developed a risk register and reviews are built into the schedule of meetings.

D40: As part of the triage process, the DSO should record the rationale for risk grading and the prioritisation of cases, alongside specifying timescales for action and any review of progress.

D40 commentary: Recorded on MyConcerns. Supervision discussions are also recorded to evidence oversight.

D41: In keeping with Recommendation D24. the DBF should commission an external resource to comprehensively review, cleanse, and curate the inputting of existing data into the NSCMS. This activity should operate under terms of reference set by the DSO and adhere to the 'Guiding Principles' for the NSCMS.

D41 commentary: Following consideration we have decided to cover this within the team; there has been good progress towards this.

D42: The DBF should implement a systematic process for the review and updating of all safeguarding risk assessments and safety plans associated to active cases. This process should include assessing new or evolving risks and revising control measures, ensuring continuous alignment with current good practice, integration of lessons learned from incidents (if any), and reflect a contemporary understanding of risks. These updates should adopt the current "Standard risk analysis and risk management" format.

D42 commentary: All safety plans were reviewed and all had risk assessments completed for them. This is now established practice and any interventions to manage risk are underpinned by a risk assessment detailing the risks and contextual considerations.

D43: The DBF should ensure that any training related to risk assessments, safety planning and wider offender management is contextually fit for purpose in a faith-based environment.	
D43 commentary: All training commission or delivered by us must be contextualised to our settings.	
D44: The DBF should raise awareness of the National Data Sharing Agreement between the National Police Chiefs' Council and the Church of England within the Diocese and raise the profile with police forces through the NST.	
D44 commentary: This work is ongoing due to staffing changes in our local police areas. We have high level Police representation on DSAP.	
D45: The DBF should implement a defined escalation process that provides a formal structure to managing differences of opinion as they relate to the decisions and actions on safeguarding cases. This process should be applicable to all staff within the DBF and Cathedral.	
D45 commentary: This has been implemented in safeguarding case management group meetings. Professional curiosity and discussion is encouraged and best practice is paramount.	
D46: To ensure national oversight, facilitate consistent practice and learning across the Church of England, and support strategic policy development, the DBF should share copies of all safeguarding-related Serious Incident Reports (SIRs) with the National Safeguarding Team (NST).	
D46 commentary: This is defined in our SIR process.	
D47: The Dean and Chapter of the Cathedral and the Diocesan Board of Finance (DBF) are advised to work together to review and update their existing Service Level Agreement for safeguarding services. This revision should specifically integrate the conclusions and recommendations from this report, particularly those concerning the capacity of the DST as outlined in the "Culture, Leadership and Capacity" section of Part One. The aim of this collaborative effort is to achieve enhanced clarity, improve efficiency, and strengthen overall safeguarding practices.	
D47 commentary: Interim measures remain in place awaiting the Cathedral appointing a dedicated Cathedral Safeguarding Officer.	

National Standard Four: Victims and Survivors

D48: The DBF should include more localised signposts in its contacts information. This should include: Social Services, Children's Partnership and Adults Board information for West Northamptonshire, North Northamptonshire, Rutland and Peterborough. Local Domestic Abuse services, e.g. Cambridgeshire & Peterborough Domestic Abuse and Sexual Violence Partnership, Freeva and Northamptonshire Domestic Abuse Service.

D48 commentary: Website and automated email responses have been updated.

D49: To further strengthen its commitment to safeguarding and better serve victims and survivors of abuse, the DBF should enhance its existing 'Safeguarding' webpage by creating a dedicated, visible, and easily accessible sub-page specifically for victims and survivors.

D49 commentary: This is being incorporated into a wider review of the Diocese website which is ongoing.

D50: The DBF should reinforce its commitment to 'Responding Well to Victims and Survivors of Abuse' by: Including a statement of commitment on a newly developed 'Victim and Survivor Support' subpage. Providing a direct link to the 'Responding Well to Victims and Survivors of Abuse' section of the Safeguarding e-manual.

D50 commentary: The restructuring is being incorporated into a wider review of the Diocese website which is ongoing (as per . A copy of the 'Responding Well to Victims and Survivors of Abuse' is available via our webpage.

D51: The DBF should consider how it will proactively engage with those who have experienced abuse within the Church and their families, to learn from authentic voices and determine priorities for improvement planning. This should be done through implementing formal feedback mechanisms, such as surveys, feedback forms post engagement, and co-facilitated listening sessions.

D51 commentary: This is currently undertaken on an individualised basis. Formal mechanisms are yet to be developed; there are links to D19 and D38 where it is noted that this is a high priority for us and one which must be done well and thus come only when other areas have been addressed to ensure there is capacity to fully support those engaging.

National Standard Five: Learning, Supervision and Support

D52: The DBF should recruit (short- or long-term) additional training capacity, such as paid part-time trainers or a formalised volunteer delivery team. This would reduce pressure on the ADSA, allow time for strategic oversight, and improve resilience across training delivery.

D52 commentary: We have a dedicated Safeguarding Learning and Development Officer who has developed a group of volunteer trainers from across the Diocese who can support delivery in Parishes/benefices. Volunteer trainers undergo Train the Trainer preparation and are well supported by the Diocesan Team.

D53: The new Learning and Development Officer should implement a more structured and strategic approach to safeguarding learning, including: Streamlining a centralised, accurate training record system with tracking and follow-ups (including portal learning); Developing robust feedback and impact evaluation processes, including post-course and longer-term evaluations; Updating the Safeguarding Training Strategy and Training Programme, informed by a Diocese-wide training needs analysis; Consider options for introducing contextual learning on topics such as trauma, elder abuse, neurodiversity and working with those who have offended.

D53 commentary: This is split into separate strands: D54.1 – structured and accurate training records; D54.2 – feedback and evaluation of post group work; D54.3 – Diocese wide training needs analysis; D54.4 – contextual learning.

A structured approach to safeguarding learning has been implemented. A centralised training record is maintained and post-group work is tracked and evaluated before feedback is given to the participant. Opportunities for contextual learning are being explored and will be developed and/or commissioned as appropriate.

D54: The DBF should ensure that counselling and pastoral support services are routinely signposted to clergy and lay leaders, with particular emphasis during training, induction, and post-incident responses.

D54 commentary: Clergy wellbeing remains a high priority for the Diocese. Services are available and signposted. Additionally referrals for specialised support are made as required.

D55: The revised Ministerial Development Review process should include structured safeguarding content addressing both training compliance and emotional wellbeing, and be monitored for consistency.	
D55 commentary: Clergy wellbeing remains a priority and this is reflected in the revised MDR process and review template.	
D56: The DBF should formalise supervision arrangements for all safeguarding staff, including frequency, recording, evaluation, and access to clinical supervision when needed. This should be reviewed annually and aligned with the national supervision framework.	
D56 commentary: All Diocesan Safeguarding staff receive supervision; we follow the national supervision framework. External clinical supervision is provided as needed.	

Overview as of May 2026

Number of Recommendations		
3		Recommendation not accepted as described
3		Recommendation accepted but work yet to begin
25		Work ongoing
25		Recommendation completed

Victoria Kellett - Diocesan Safeguarding Officer- 8th Jun 2026

On behalf of the Diocese of Peterborough Senior Leadership Team.