

## ROLE PROFILE FOR Regional Safeguarding Manager

### About the National Church Institutions (NCIs)

The National Church Institutions comprises a wide variety of teams, professions and functions that support the mission and ministries of the Church of England in its vision to be a church, centred on Jesus Christ, for the whole nation - a church that is simpler, humbler, bolder.

#### **We Include. You Belong.**

Our Belonging and Inclusion Strategy aims for everyone in the National Church Institutions (NCIs) to feel that they belong and are valued for who they are and what they contribute. Together, our people contribute in different ways towards our common purpose, whichever NCI they work in and whatever their background.

Living out our values in all that we do, we:

- Strive for **Excellence**
- Show **Compassion**
- **Respect** others
- **Collaborate**
- Act with **Integrity**

We believe our commitment to belonging and inclusion fuels our progress and drives us forward. The NCIs are a safe, inclusive workplace for people of all backgrounds and walks of life. We welcome applications from people of all faiths and of no faith. We want to encourage applications from a diverse group of people who share our values. Even if you have never thought about working for us before, if you have the skills and experience, we're looking for then we would like to hear from you.

### About the National Safeguarding Team

The Church of England is continually striving to improve its safeguarding practices. The 2020 report by IICSA on the Church highlighted failures in respect of child sexual abuse and, more broadly, the challenges facing the Church to get safeguarding right.

The Church's aspiration is that safeguarding is not experienced and approached as a matter of administrative compliance. Rather, it should be what the Church is – something that flows from its core beliefs and values, part of its DNA.

The Church has made important and positive strides over recent years. There is, however, still much to be done to keep children and vulnerable adults safe, and to promote their well-being.

The Church is a complex collection of different bodies. Most of the safeguarding work is carried out locally within the 42 dioceses and cathedrals in England. This work is supported centrally by a National Safeguarding Team (NST).

Every diocese employs a Diocesan Safeguarding Officer (DSO)\*. Many also employ Assistant Diocesan Safeguarding Officers (ADSOs). DSOs take the lead on safeguarding matters for the diocese – particularly the management of allegations of abuse by Church Officers\*\*. Some cathedrals employ a Cathedral Safeguarding Officer (CSO) or have an agreement with their diocese for the DSO to take the lead on safeguarding operational matters.

\*We are in the process of changing the role of Diocesan Safeguarding Advisor to Diocesan Safeguarding Officer. References in other documents to Diocesan Safeguarding Advisors can be interpreted to mean Diocesan Safeguarding Officers.

\*\*A Church Officer is anyone appointed/elected by or on behalf of the church to a post or role, whether they are ordained or lay, paid or unpaid.

## What you'll be doing

The purpose of this role is to provide line management and professional supervision to a team of Regional Safeguarding Leads operating across eight regions in England. You will be a member of the National Safeguarding Team (NST), working to support safeguarding practice in Dioceses and Cathedrals across the Church of England.

Each Regional Safeguarding Lead supports the development of best safeguarding practice in one of eight regional groups of dioceses and cathedrals. They provide professional supervision and quality assurance to Safeguarding Officers working in dioceses and cathedrals in their region. You will be responsible for supervising the Regional Safeguarding Leads and supporting them to fulfil this complex role. You will work closely with colleagues in the NST to ensure Church-wide consistency in approach.

You will work across the regions supporting the Regional Safeguarding leads to establish opportunities for shared resourcing, working arrangements and commissioning of collaborative services. In addition, you will be supporting the implementation of the National Safeguarding Standards to encourage consistency of practice.

### MAIN DUTIES AND RESPONSIBILITIES

Providing line management and coordination to a team of Regional Safeguarding Leads, the role involves:

#### 1. Professional supervision:

- Providing Professional Supervision to the Regional Safeguarding Leads
- Providing advice and guidance on the engagement between Regional Safeguarding Leads and a diocese/cathedral.
- Supporting continuous professional development and helping to advance critical thinking, knowledge, skills and values of the Regional Safeguarding Leads.
- Ensuring a consistent approach is taken by all Regional Safeguarding Leads.

- Understanding in practice that supervision is informed by the integrated 4x4x4 / restorative model of supervision (Morrison & Wonnacott) and does not involve the delivery of day-to-day line management of safeguarding staff in dioceses and cathedrals but requires close interaction with those who do.

## **2. Quality assurance, feedback and professional development:**

- Acting on the findings of quality assurance activities undertaken by Regional Safeguarding Leads
- Overseeing the use of tools and frameworks to examine practices and processes by Regional Safeguarding Leads to ensure the Church of England's National Safeguarding Standards are being consistently met or worked towards.
- Identifying strengths and resolving issues in collaboration with Regional Safeguarding Leads and key individuals or groups within the diocese/cathedral.
- Using in-depth dialogue to encourage learning and problem solving.
- Ensuring a consistent approach is taken by all Regional Safeguarding Leads.

## **3. Working with Regional Safeguarding Leads to improve outcomes by:**

- Encouraging opportunities for joint working, sharing of resources and other mutual support arrangements.
- Encouraging the Regional Safeguarding Leads to explore opportunities for the joint commissioning of specific services.
- Encouraging the development of regional survivor engagement arrangements.
- Encouraging the Regional Safeguarding Leads to identify training needs and additional learning and development services for Cathedral and Diocesan Safeguarding Officers.
- Reviewing and developing the role of the Regional Safeguarding Lead to meet the changing needs and demands of the safeguarding service.

## **4. Establishing relationships with internal and external stakeholders:**

- Establishing effective relationships with key stakeholders (operational and strategic) at a National and Regional level.
- Helping to identify and remove obstacles to effective partnership working, including developing working agreements between regional statutory and voluntary services.

Your job description is intended to reflect your main tasks and areas of work but is not exhaustive. Changes may occur over time, and you will be expected to agree any reasonable changes to your job description that are commensurate with your banding and in line with the general nature of your post. You will be consulted about any changes to your job description before these are implemented.

## **About You**

The Church of England is for everyone, and we want to reflect the diversity of the community the Church serves across the whole country. Therefore, while of course we welcome all applications

from interested and suitably experienced people, we would particularly welcome applicants from UK Minoritised Ethnicities (UKME)/Global Majority Heritage (GMH) and other under-represented groups.

## **Essential**

### ***Knowledge/Experience:***

1. Senior management level experience of safeguarding children and/or vulnerable adults at a local and regional level, including development of safeguarding capabilities and practice. Improved outcomes for children and/or vulnerable adults can be evidenced as a result of these initiatives.
2. Up-to-date knowledge of research and evidence-based practice models relevant to safeguarding and the wider social and political context.
3. Strategic and operational experience of managing staff and teams, working collaboratively with specialist and non-specialist colleagues.
4. Experience of successfully delivering organisational change in complex organisations, including cultural change and developing new ways of working.
5. Experience of providing professional supervision and quality assurance in respect of safeguarding.
6. Expertise of working with and engaging victims and survivors.
7. Experience of communications and external and internal stakeholder management at a local and/or national level.

### ***Skills/Aptitudes:***

1. Able to oversee complex safeguarding cases, and able to support others to do so.
2. Able to develop the professional potential of individuals.
3. Able to develop and sustain relationships with a range of stakeholders, internally and externally, including working sensitively with victims and survivors.
4. Able to hold a position of authority and lead by example, inspiring trust and commitment from others.
5. Strong verbal and written communication skills, engaging diverse stakeholders with authenticity and expertise. A persuasive and competent presenter at meetings, training sessions and conferences.
6. Able to produce clear written documents, including materials tailored to different audiences.
7. Able to provide feedback and hold difficult conversations.

### ***Personal Attributes:***

1. Principled – strong value base and commitment to doing the right thing.

2. Can-do approach to leadership and change – clear vision, engages people, able to overcome obstacles, finds solutions, remains optimistic.
3. Politically astute – understanding, and managing successfully, organisational dynamics.
4. Personal authority and gravitas – confident working with senior people at a national level, including senior Church leaders and politicians. Able to influence and persuade stakeholders at all levels.
5. Courage to speak truth to power (constructively).
6. Good understanding of self and self-reflexive – understands how own personal history, life experiences and characteristics inform how they understand and respond to safeguarding situations. Welcomes feedback from others.
7. Personal resilience to work effectively in a highly pressurised environment under significant scrutiny.
8. Strong commitment to equality and diversity.
9. Ability and willingness to work within the aims of the Church of England.

#### ***Qualifications & Training:***

- Professional qualification or equivalent experience relevant to safeguarding at a senior level.

## **Additional guidance**

There are eight Regional Safeguarding Networks in the Church of England. The Regional Safeguarding Lead Manager will be required to travel extensively across the country to visit each of the regions. It is anticipated that this will include an annual visit to each diocese and cathedral and at least monthly meetings in Church House, Westminster.

- **North West** (Diocese of Carlisle, Diocese of Liverpool, Diocese of Blackburn, Diocese of Manchester, Diocese of Sodor and Man, Diocese of Chester)
- **West Midlands** (Diocese of Lichfield, Diocese of Birmingham, Diocese of Worcester, Diocese of Coventry, Diocese of Gloucester, Diocese of Hereford)
- **South West** (Diocese of Salisbury, Diocese of Truro, Diocese of Exeter, Diocese of Bath and Wells, Diocese of Bristol)
- **South Central** (Diocese of Winchester, Diocese of Chichester, Diocese of Oxford, Diocese of Guildford, Diocese of Portsmouth)
- **South East** (Diocese of London, Diocese of Southwark, Diocese of Rochester, Diocese of Canterbury Diocese of Gibraltar in Europe)
- **East Anglia** (Diocese of Ely, Diocese of Chelmsford, Diocese of Norwich, Diocese of St Edmundsbury and Ipswich, Diocese of St Albans)
- **East Midlands** (Diocese of Peterborough, Diocese of Leicester, Diocese of Southwell and Nottingham, Diocese of Derby, Diocese of Lincoln)

- **North East** (Diocese of York, Diocese of Leeds, Diocese of Sheffield, Diocese of Newcastle, Diocese of Durham)

## Vacancy Summary

<b>JOB TITLE:</b>	<b>Regional Safeguarding Manager</b>
<b>NCI ENTITY:</b>	Archbishops' Council
<b>DEPARTMENT:</b>	National Safeguarding Team
<b>GRADE:</b>	Band 2    Band addition
<b>SALARY:</b>	£69,486
<b>WORKING HOURS:</b>	35 hours per week
<b>PRIMARY OFFICE LOCATION:</b>	Church House, Westminster, SW1P 3AZ
<b>HYBRID WORK ARRANGEMENTS:</b>	Hybrid working available with 1 day in the office per week
<b>SUITABLE FOR FULL HOMEWORKING:</b>	<input type="checkbox"/>
<b>HOMEWORKING REQUIRED:</b>	<input type="checkbox"/>
<b>CONTRACT TYPE:</b>	Permanent
<b>IS A DBS CHECK REQUIRED? IF YES, WHICH LEVEL</b>	<input checked="" type="checkbox"/> Enhanced
<b>IS A FAITH-BASED GOR APPLICABLE FOR THIS ROLE?</b>	<input type="checkbox"/>
<b>ORACLE POSITION CODE:</b>	8102639
<b>COST CODE:</b>	22392
<b>PARENT POSITION:</b>	Deputy Director Casework