



THE CHURCH  
OF ENGLAND

NATIONAL CHURCH INSTITUTIONS

## ROLE PROFILE FOR Regional Safeguarding Lead

### 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.

In response to the Independent Inquiry into Child Sexual Abuse (IICSA) in the Anglican Church, published in October 2020, a regional model was piloted as a means of delivering Recommendation 1. Since the pilot concluded in March 2024, approval has been granted to implement the model across England and this work will begin from September 2024. Recruitment to these additional Regional Safeguarding Lead posts will enable the National Safeguarding Team to deliver IICSA Recommendation 1.

\*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

Regional Safeguarding Leads are members 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 clusters of Diocesan Boards of Finance (DBFs) and cathedrals. They provide professional supervision and quality assurance to Safeguarding Officers working in DBFs and cathedrals in their region. They will support the implementation of the National Safeguarding Standards to encourage consistency of practice and support Church bodies to respond to the findings of the Independent Safeguarding Audit Programme.

Regional Safeguarding Leads will develop and lead their Regional Safeguarding Network, facilitating the sharing of best practice and resources, group supervision, and the commissioning of joint initiatives between Church bodies.

Regional Safeguarding Leads work closely with senior managers, senior clergy and other stakeholders in these bodies, representing the NST at the local level. They also work closely with fellow Regional Safeguarding Leads and other colleagues in the NST to ensure Church-wide consistency in approach.

In this recruitment process, we are seeking to appoint to four full-time posts (East Midlands, East Anglia, South East and South Central) and one 0.6 FTE job share post (North West).

## **MAIN DUTIES AND RESPONSIBILITIES**

Working in partnership with a regional group of dioceses and cathedrals, the role involves:

### **1. Professional supervision:**

- Providing 1:1 professional supervision to Safeguarding Officers in dioceses and cathedrals, informed by the 4x4x4 integrated / restorative model of supervision (Morrisson & Wonnacott)
- Encouraging curiosity about different hypotheses for understanding cases and safeguarding situations
- Supporting supervisees to reflect on self, explore what influences their perspectives on cases and explore the impact safeguarding situations have on them personally
- Making connections with relevant research findings
- Providing advice and guidance on individual cases and safeguarding-related situations
- Supporting continuous professional development and helping to advance critical thinking, knowledge, skills and values.
- Understanding that professional supervision is not line management but will require close interaction with line managers of supervisees.

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

- Using tools and frameworks to examine practices and processes 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 supervisees and other key individuals or groups within the diocese/cathedral.
- Using in-depth dialogue to encourage learning and problem solving.

### **3. Regional Safeguarding Networks:**

- Leading regional networks of safeguarding professionals from dioceses and cathedrals
- Facilitating joint working, sharing of resources and other mutual support arrangements
- Identifying training needs and commissioning additional learning and development services
- Developing survivor engagement arrangements
- Recognising and sharing best practice between Church bodies

- Strengthening connections with other Church bodies and relevant services in the region
- Peer auditing amongst Regional Safeguarding Leads

#### **4. Relationships with internal stakeholders:**

- Establishing effective relationships with key stakeholders within dioceses and cathedrals – in particular, their senior leadership teams
- Providing evidence-based feedback in respect of the quality and capacity of safeguarding functions within the diocese and/or cathedral
- Highlighting areas of strength, as well as areas needing development, including systemic vulnerabilities

#### **5. Relationships with external stakeholders:**

- Supporting leadership teams within dioceses and cathedral to strength relationships with statutory and non-statutory organisations
- Helping to identify and remove obstacles to effective partnership working

#### **6. Specialist portfolio responsibility:**

- Taking responsibility for, as agreed with the wider Regional Safeguarding Team, one or more areas of subject specialism
- Maintaining expertise in the nominated subject specialism, including by reviewing academic literature, observing practice in the field, and cultivating a network of relevant professions
- Acting as a point of contact within the NST for the area/s of specialism
- Liaising with Church bodies and other organisations nationally to promote awareness of the specialism/s, including by convening national groups where appropriate
- Promoting best practice in the area/s of specialism.

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. Case worker lead responsibility in cases involving the protection and safeguarding of children and/or vulnerable adults
2. Up-to-date knowledge of research and evidence-based practice models relevant to safeguarding
3. Experience of providing professional supervision in respect of safeguarding
4. Working at a strategic level, at least at middle manager level, influencing decision-making and implementation
5. Expertise of working with and engaging victims and survivors
6. Leading organisation change and development, including cultural change, that results in improved outcomes for relevant stakeholders
7. Working with statutory and non-statutory organisations in managing safeguarding allegations and assessing risk

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

8. Able to apply safeguarding theory and good practice models in a way that delivers positive outcomes for children and/or vulnerable adults
9. Able to identify and assess risk, and to develop plans which keep people safe and promote positive wellbeing
10. Able to work collaboratively to influence improvements to safeguarding practice
11. Able to communicate clearly and effectively, engaging diverse stakeholders with authenticity and expertise
12. Able to build effective relationships with victims and survivors and alleged perpetrators and to use these relationships to keep people safe and promote wellbeing
13. Able to quality assure safeguarding practice and organisational change
14. Able to hold a position of authority and lead by example
15. Able to develop the professional potential of individuals
16. Able to provide feedback and hold difficult conversations
17. Able to develop new ways of working for an organisation

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

1. Able to inspire the trust, confidence and commitment of others

2. Personal authority, gravitas and confidence – able to influence and persuade a wide range of stakeholders at all levels
3. Relational and emotionally intelligent – expert in valuing and managing relationships with others as the means of delivering change.
4. Politically astute – understanding and successfully managing organisational dynamics
5. Principled – strong value base and commitment to doing the right thing
6. Brave – willing to challenge others (including those with power) constructively
7. Personal resilience – working effectively in a highly pressurised environment under scrutiny
8. 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.
9. Can-do approach to leadership and change – clear vision, engages people, able to overcome obstacles, find solutions, and remain optimistic
10. Proven ability to maintain the highest standards of confidentiality and work sensitively around those affected by safeguarding issues
11. Strong commitment to equality and diversity
12. Understanding of the aims, nature and structure of the Church of England

***Qualifications & Training:***

- Professional qualification or equivalent experience relevant to safeguarding

## Additional guidance

There are eight Regional Safeguarding Networks in the Church of England. Regional Safeguarding Leads will be required to travel extensively to visit each of the dioceses and cathedrals in their region and to join national meetings and events periodically.

There are 4.6 FTE Regional Safeguarding Lead roles available in this recruitment process. Candidates are asked to indicate their first preference of region in their application, and to indicate any other regions they would consider working in.

- **North West – 0.6 FTE Job Share** (Diocese of Carlisle, Diocese of Liverpool, Diocese of Chester)
- **South Central – 1 FTE** (Diocese of Winchester, Diocese of Chichester, Diocese of Oxford, Diocese of Guildford, Diocese of Portsmouth)
- **South East – 1 FTE** (Diocese of London, Diocese of Southwark, Diocese of Rochester, Diocese of Canterbury Diocese of Gibraltar in Europe)
- **East Anglia – 1 FTE** (Diocese of Ely, Diocese of Chelmsford, Diocese of Norwich, Diocese of St Edmundsbury and Ipswich, Diocese of St Albans)
- **East Midlands – 1 FTE** (Diocese of Peterborough, Diocese of Leicester, Diocese of Southwell and Nottingham, Diocese of Derby, Diocese of Lincoln)

We have already appointed to the following roles:

- **North West – 0.6 FTE Job Share** (Diocese of Sodor and Man, Diocese of Blackburn, Diocese of Manchester)
- **West Midlands – 1 FTE** (Diocese of Lichfield, Diocese of Birmingham, Diocese of Worcester, Diocese of Coventry, Diocese of Gloucester, Diocese of Hereford)
- **South West – 1 FTE** (Diocese of Salisbury, Diocese of Truro, Diocese of Exeter, Diocese of Bath and Wells, Diocese of Bristol)
- **North East – 1 FTE** (Diocese of York, Diocese of Leeds, Diocese of Sheffield, Diocese of Newcastle, Diocese of Durham)

## Vacancy Summary

<b>JOB TITLE:</b>	<b>Regional Safeguarding Leads Manager</b>
<b>NCI ENTITY:</b>	Archbishops' Council
<b>DEPARTMENT:</b>	National Safeguarding Team
<b>GRADE:</b>	Band 2      Standard Point
<b>SALARY:</b>	£66,186
<b>WORKING HOURS:</b>	35 hours per week
<b>PRIMARY OFFICE LOCATION:</b>	Church House, Westminster, SW1P 3AZ
<b>HYBRID WORK ARRANGEMENTS:</b>	Home working and travel to dioceses and cathedrals
<b>SUITABLE FOR FULL HOMEWORKING:</b>	<input checked="" type="checkbox"/>
<b>HOMEWORKING REQUIRED:</b>	<input checked="" 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>	8017779
<b>COST CODE:</b>	22392
<b>PARENT POSITION:</b>	Deputy Director Casework