



Application Pack

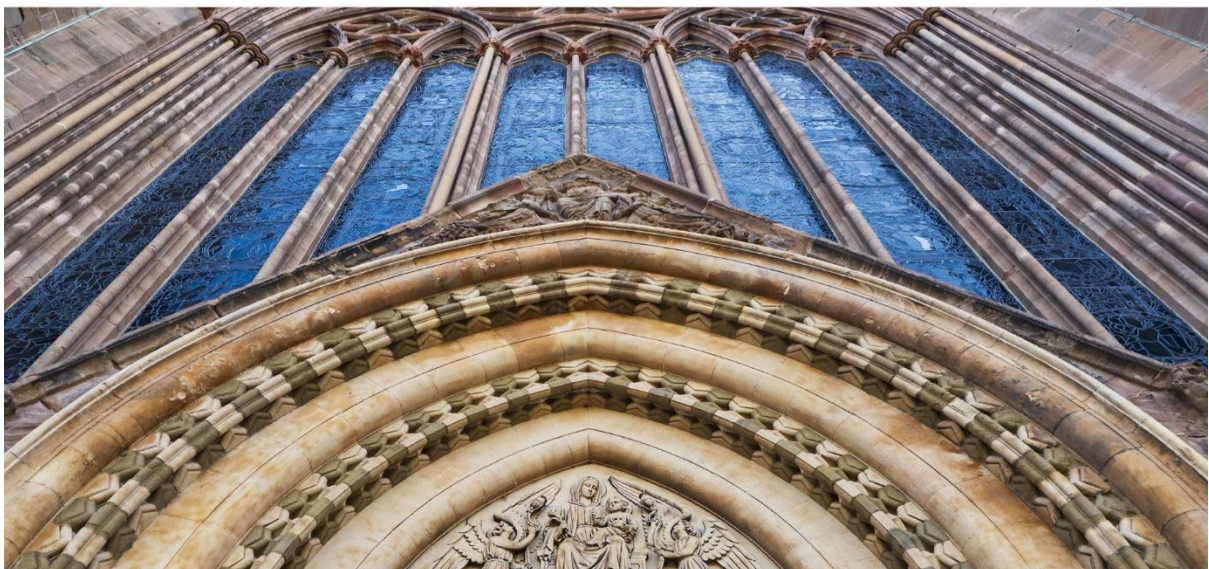
Independent Chair of the Cathedral
Safeguarding Committee



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About Worcester Cathedral

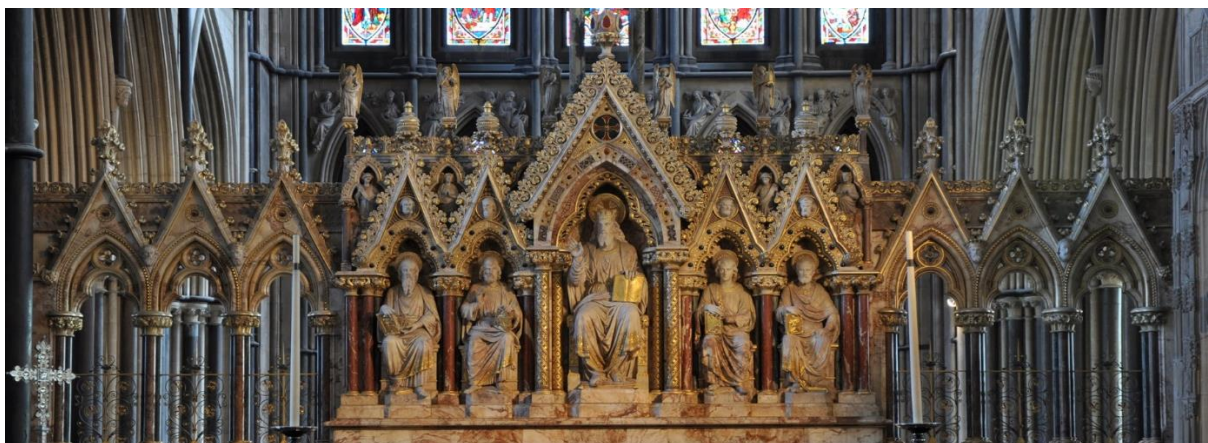


Worcester Cathedral is a magnificent sight as it rises majestically above the River Severn. Worcester has been the seat of a bishopric since the Seventh Century, and the Cathedral was served by monks until the Reformation. St Oswald and St Wulfstan were among the bishops. Since the eighteenth century, the Cathedral has been famous for its part in the annual Three Choirs Festival, the oldest choral festival in existence. Today the Cathedral is the centre of a vibrant community of clergy and laypeople, offering the praises of God each day, serving the city and diocese of Worcester, and attracting visitors from all over the world.

Cathedrals are unique and wonderful spaces, providing welcome and inspiration to pilgrims, visitors and future generations. They are integral to their local communities (never more so than during the coronavirus pandemic) but also recognised nationally and globally as key heritage sites.

Our Cathedral community is diverse with over 70 staff and 200 volunteers. We are rightly proud of the tremendous heritage and number of partners we work with across the Cathedral and City to provide a warm welcome to our visitors, to promote learning about the history of the Cathedral, attend our many events and activities and to participate in the worship and music that is at the heart of our Cathedral.

The Cathedral is committed to championing the protection of children and young people both in society and in its own community and to encouraging an environment where all people and especially those who may be vulnerable for any reason are able to worship and pursue their faith journey with encouragement and in safety. Effective safeguarding practise is therefore a key priority for the Cathedral and fundamental to our Vision of Worcester Cathedral being a place of prayer, learning, and welcome.



Management and Governance

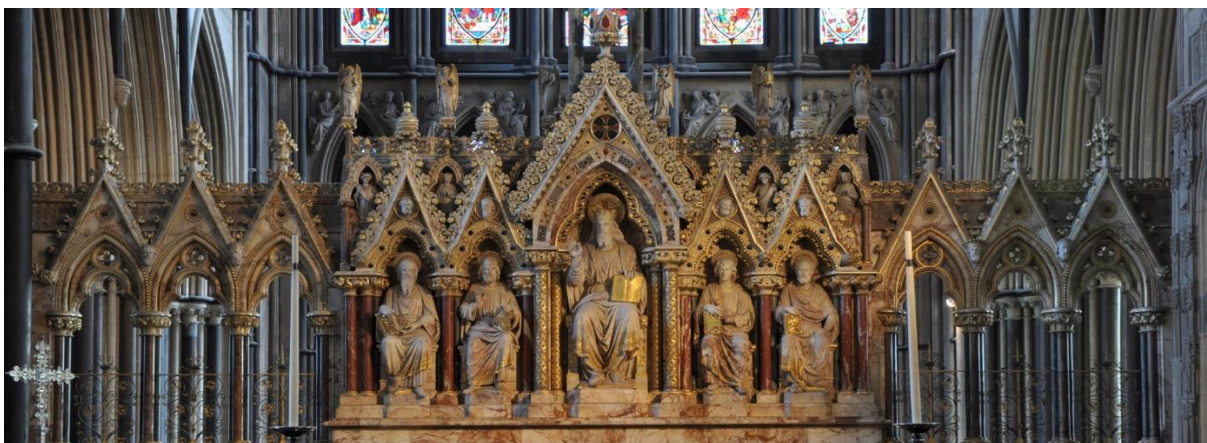


The governance of the Cathedral is the responsibility of the Chapter, which comprises residentiary canons and lay canons with professional expertise and is chaired by the Dean. The Chapter is responsible for strategy, oversight and financial sustainability and meets monthly. Under the current Constitution and Statutes, there are four main committees that have delegated tasks from Chapter, including the Safeguarding Committee, the Finance Committee, the Congregational Committee, and the Nominations Committee. In addition, there are other standing groups, such as the Fabric Advisory Committee (required under the Care of Cathedrals Measure).

The Senior Executive Group (SET) is responsible for the day-to-day good management of the Cathedral, operating under the oversight of the Chapter to further the objects of the Chapter and to implement its strategic and operational aims, vision and priorities. Together with the COO through this meeting the Dean and Residentiary canons exercise their executive role in the leadership of the Cathedral through their supervision and encouragement of senior members of staff. In addition, a Senior Management Group (SMG) comprises of the wider team of senior lay staff and clergy in their executive functions. This group is concerned with management, delivery, and collaboration and provides a forum for sharing current work and looking ahead to forthcoming activities and projects so as to and ensuring that the Cathedral's Vision is held across all its activities.

The Chair of the Safeguarding Committee has a direct line of communication to the Dean on safeguarding matters and reports (and minutes) from Safeguarding Committee meetings are routinely considered by Chapter. The Chair is also expected to attend Chapter meetings in person, at least once a year.

Safeguarding arrangements at Worcester Cathedral follow the policies and guidance issued by the House of Bishops and the Church of England's National Safeguarding Team (NST). This includes 'Promoting a Safer Church' - the Church of England's policy statement for safeguarding children, young people and vulnerable adults. The Cathedral is supported by the Diocesan Safeguarding Team under a service level agreement.



The role



Independent Chair, Safeguarding Committee (Voluntary position)

An effective Safeguarding Committee is a critical part of strengthening good governance at Worcester Cathedral and helping to ensure that the Cathedral is a safe place for all.

This role is essential to the successful functioning of that Committee, but moreover the role of Independent Chair provides you with a voice as a 'critical friend' to the Dean and Chapter on all matters relating to safeguarding at the Cathedral.

As Independent Chair you will have a direct line of communication to the Dean and Chapter, both in sharing the proceeding of Safeguarding Committee meetings and on the Cathedral's safeguarding operations more widely.

For an informal conversation about this post, please contact Matthew Hall (Chief Operating Officer / Cathedral Steward) at matthewhall@worcestercathedral.org.uk or on 01905 732907.

To apply, please complete an Application Form and an Equality and Diversity Monitoring form and send to matthewhall@worcestercathedral.org.uk by **5pm on Friday 23rd February 2024**. Interviews are planned for the week commencing 26th February 2024.

This application pack should be read in conjunction with the Safeguarding Committee's Terms of Reference.



Job Description



Key responsibilities of the Chair of the Safeguarding Committee

1. To provide an independent voice on safeguarding matters at Worcester Cathedral.
2. To work with Chapter and Cathedral staff to ensure that the Cathedral's safeguarding functions are being carried out effectively.
3. To challenge the Dean and Chapter, as appropriate, to ensure the centrality of a robust safeguarding culture to the Cathedral's mission and its operations.
4. To approve the agenda and draft minutes of Safeguarding Committee meetings.
5. To chair and participate in the meetings of the Safeguarding Committee.
6. To report on the activities of the Safeguarding Committee to the Dean and Chapter respectively.
7. With the support of the Chapter, ensure the Safeguarding Committee is acting within its powers and terms of reference.
8. Provide support and direction to Safeguarding Committee members to ensure their contribution is relevant and effective.

PERSON SPECIFICATION

Qualifications, knowledge and experience

Essential

- Recent, direct and extensive professional safeguarding experience and expertise at a senior level in the relevant statutory, voluntary or judicial agency (for example Local Authority Children and Adult Service, Police, National Children's Charity).
- Experience of case reviews, risk management and engagement and leadership of strategic partnerships.
- A confident and empowering leadership style with the ability to strategically plan, manage meetings effectively and influence people to build capacity and confidence in safeguarding practice.

Job Description



- Up to date knowledge of Multi-Agency Safeguarding Practice and Processes, legislation and current developments.
- An ability to promote and represent the work of the Safeguarding Committee at all levels both internally and externally.

Desirable

- Experience of child or adult safeguarding in a church / faith context.

Skills, competencies and abilities

Essential

- Experience of analysing complex situations and advising appropriately.
- Experience of working constructively with a wide range of parties, including staff in the statutory and voluntary sectors.
- Experience of dealing sensitively and appropriately with confidential information.
- Knowledge of legislative developments in the field of safeguarding.
- Effective verbal and written communication skills.

Desirable

- An understanding of the Church of England and its structures, including the legal framework.

Work Related and Personal Qualities

Essential

- A strong commitment to safeguarding as an essential part of the church's work.
- To be supportive of the mission and ministry of the Church of England and the vision and values of Worcester Cathedral.

Candidates need not meet all of the person specification criteria to apply. However, there is an expectation that all candidates will be able to demonstrate suitable knowledge and experience.



The Chapter Office
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Worcester Cathedral is fully committed to Equal Opportunity policies.