



The Diocese of
Southwark

Diocesan Safeguarding Advisory Panel Chair

Role description & information pack

The Bishop of Southwark is seeking to appoint a new chair to this important group which oversees [safeguarding policy, procedures and practice across the Diocese](#). The successful candidate will have extensive current or recent experience in the safeguarding of children, young people and adults as well as an understanding of safeguarding in a Church context.

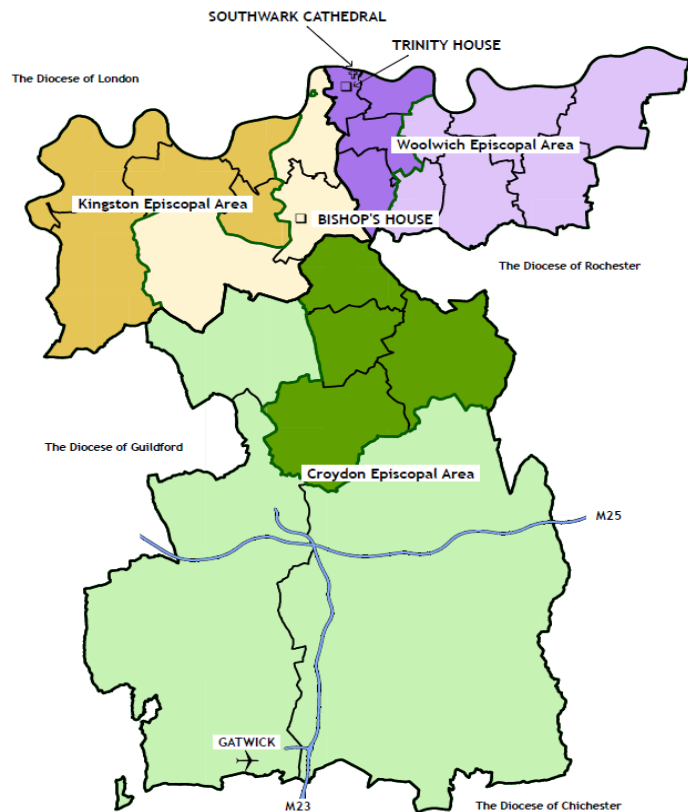
The DSAP, which is made up of diocesan and parish officers and representatives from the statutory services, currently meets four times a year. Members are also involved in other time-limited initiatives.

If you are passionate about continuously strengthening safeguarding practice in our parishes and across our Diocese and wish to find out more about this crucial leadership role, please contact Diocesan Safeguarding Officer Pamela Chisholm, email:

Pamela.Chisholm@southwark.anglican.org.

Interviews to take place on **Tuesday 4 February (9am-2pm)**, and applications/CVs should be received by noon on **Monday 6 January**.

Remuneration to be paid at £500 per full day (maximum 12 days per annum) attending the Diocesan Office or the Cathedral.



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A Message from the Bishop of Southwark



“The Diocese of Southwark is committed to the safeguarding of children, young people and adults and for many years this commitment has been at the heart of our work across the parishes. As a result, we have developed policies, procedures and training at all levels of the Diocese and I commend them to you.

It is my prayer that the policies and practice followed here in the Diocese of Southwark will help to contribute to making the Church a safe and welcoming place for all.”

Bishop Christopher Chessun

Safeguarding in the Diocese of Southwark

The Diocesan Safeguarding Team supports parishes and senior clergy to safeguard children and adults who may be at risk of abuse and neglect, and those in abusive relationships.

Safeguarding within the Church of England is on a trajectory of change following the Independent Inquiry into [Child Sexual Abuse \(IICSA\)](#) and three key review reports: [Devamanikkam](#), [Wilkinson](#) and [Jay](#).

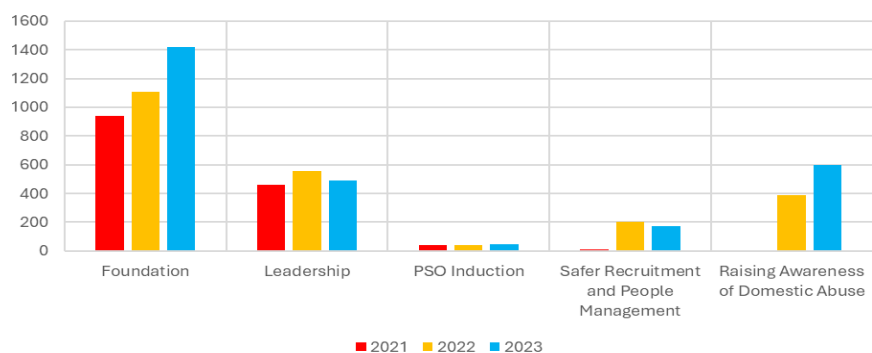
The safeguarding Team (made up of a Diocesan Safeguarding Officer, a deputy, three assistants, an administrator, a Training Coordinator and an Information Manager) are committed to ensuring that the Diocese is a welcoming place for all where safeguarding is at the heart of all activities.

The Diocesan Safeguarding Adviser (DSA) role is transitioning to [Diocesan Safeguarding Officer \(DSO\)](#). This change reflects the requirements in IICSA's Recommendation 1 for the DSO to be independent from the bishop and to be responsible for providing professional leadership and management on safeguarding matters in the Diocese.

Highlights of 2023

- We responded to 443 new safeguarding matters.
- We convened 21 new Case Management Meetings (aka: Core Groups) to address safeguarding concerns related to Church Officers.
- Trained 2,727 people across the Diocese and Cathedral.
- Delivered in person training to 752 people.
- Processed 2770 Disclosure and Barring Service (DBS) checks.
- Reviewed 72 Clergy Blue Files.
- Reviewed 35 current and 76 former Cathedral employee HR Files.

The following chart sets out the progress in reducing the backlogs of Leadership Safeguarding Training, our Course Delivery.



Objectives for 2024

Our focus has been on two of the five Church of England National Safeguarding Standards:

- Learning, Supervision and Support; to include training needs analysis.
- Victims and Survivors; to include the setup of a Survivor Reference Group.

Note: shortlisted candidates will be provided with a copy of latest safeguarding report to our Board of Trustees.

Diocesan Safeguarding Advisory Panel (DSAP)

The Diocesan Safeguarding Advisory Panel (DSAP) holds strategic responsibility for the governance of safeguarding in the Diocese of Southwark and Southwark Cathedral.

The DSAP ensures that the Diocese and Southwark Cathedral have suitable safeguarding procedures in place, that training is available and appropriate, and that the work of the Diocesan Safeguarding Team and the Cathedral is scrutinised and quality is assured.

The panel meets four times a year and typically looks in depth at each of the three Episcopal Areas in the Diocese, and the Cathedral, on a rotating basis.

Role Description for the DSAP Chair

ROLE TITLE:	Independent Chair of the Diocesan Safeguarding Advisory Panel
RESPONSIBLE TO:	Southwark Diocesan Board of Finance
KEY RELATIONSHIPS:	Diocesan Safeguarding Officer (DSO), the Bishop of Southwark, and the Diocesan Secretary
DURATION:	Three-year fixed term with potential for renewal

Introduction to the Role

We are currently looking to engage an Independent Chair for the Diocesan Safeguarding Advisory Panel. This will include the in-person chairing of four DSAP Meetings and attending other committee / governance meetings, such as the annual Audit and Risk Meeting, to support the presentation of the Safeguarding Annual Report. Other work will include providing support to the DSO. The position attracts remuneration of £500 per day for a maximum of 12 days per year.

The Diocesan Safeguarding Advisory Panel (DSAP) brings together expertise, knowledge and experience from Diocesan officers, advisory and pastoral staff together with Statutory Local Government, Police and Probation Services with support from an Independent Chair.

The Panel will seek to ensure the development of a high-performing safeguarding system within the Southwark Diocese and Southwark Cathedral and provide assurance, advice and guidance to the Bishop, archdeacons, directors and officers.

We are committed to the development of Safeguarding practice across the Diocese to ensure the service is operating effectively and in line with recognised best practice. The role of Independent Chair of the Diocesan Safeguarding Advisory Panel (DSAP) is crucial to this ongoing development, enabling strong quality assurance and risk management. The role will also ensure that support structures in place across the Diocese for survivors are also prioritised.

The recent publication of the Jay Report and Wilkinson Review will, along with the findings of IICSA and PCR2, (links to the reports shown on page 2) shape the growth and development of Safeguarding practice across the Church of England. It is a time of change, and this is an opportunity to influence and support this change for the Diocese of Southwark.

Role Profile

- To provide effective leadership to the DSAP, including agreeing the agenda, in liaison with the Diocesan Safeguarding Officer (DSO) agreeing minutes, chairing the meetings and monitoring the follow-up actions.

- To ensure the DSAP oversees and agrees an annual report on Safeguarding in the Diocese to the Bishop's Council and the submission of relevant National returns from the Diocese.
- To work with the DSO and senior staff to ensure the group has a strategic overview of safeguarding practice across the Diocese in line with the House of Bishops' policy and practice guidance.
- Work with the DSAP members to provide high-quality assurance and to support Diocesan risk management processes.
- To work with the DSO and senior leadership team to ensure that the Diocesan Safeguarding Team is adequately resourced; that there is sufficient capacity and diversity of skills set and experience/background of members. To provide high-level support to recruitment and succession planning.
- To ensure that the group considers the needs of victims/survivors and those affected by abuse in consultation with National Church support structures. Provide insight and guidance on the ongoing development of policy and process on survivor support to ensure it is in line with best practice.
- To maintain professional relationships with the HR Manager and Diocesan Secretary to ensure that the Diocesan Safeguarding team are well supported to enable them to operate effectively in line with best practice standards within the sector, identifying opportunities for development and service improvement.
- To provide independent professional guidance as necessary to the DSO/Diocesan Secretary/Diocesan Bishop or members of the group outside of formal supervisory and management arrangements.
- To advise where necessary the Diocesan Bishop/DSO/senior leadership team of specific concerns/issues. Where appropriate, to raise and report any concerns/issues as part of whistle blowing arrangements.
- To manage complaints about safeguarding policies and procedures and lead on formal complaints against the DSO (and Cathedral Safeguarding Adviser), Deputy and Assistant DSO's.
- To engage in the chairs' national and regional network meetings, ensuring that best practice is shared with the Diocese. Also, engage with policy reviews as requested by the Diocese and National Church.
- To ensure the DSAP discharges its role and functions in line with the terms of reference.
- To provide independent oversight of the Diocesan response to significant National developments (e.g. independent audits) through working with the DSO and chairing meetings where appropriate.

Personal Specification

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	Academic and/or professional qualification in social or healthcare, education, or legal discipline, probation or equivalent experience in a related field (i.e. policing, public protection)	Additional professional qualification working across the following areas: <ol style="list-style-type: none"> 1. Child protection 2. Vulnerable adults
EXPERIENCE	<ul style="list-style-type: none"> • Recent and extensive professional safeguarding knowledge and expertise in a relevant statutory, voluntary or legal/judicial setting. • Sufficiently senior experience working within the public or voluntary sector. • Experience of chairing complex, cross-sector professional meetings. • Experience of operational context of safeguarding in statutory and/or voluntary sector. • Demonstrable commitment to the welfare of children and vulnerable adults through previous or current professional or voluntary activities. 	Demonstrable experience of working across the following areas: <ul style="list-style-type: none"> - Child protection - Vulnerable adults - Public protection
KNOWLEDGE	Demonstrable knowledge and understanding of: <ul style="list-style-type: none"> • Current safeguarding best practice in relevant sectors, including faith and voluntary sector. • Legislation and statutory and other guidance. • Research and other developments that inform and promote good safeguarding practice. 	
SKILLS	<ul style="list-style-type: none"> • Effective negotiation and conflict resolution between agencies and individuals. • Strong organisational awareness to support the effective operation of the DSAP promoting its role and function within diocesan governance. • Strong analytical approach to problem solving. • Ability to attend to detail. • Solution-focused approach to resolving complex situations or practice issues. 	Effective presentation skills.

	<ul style="list-style-type: none"> • Effective and clear communicator, with excellent written and verbal skills. • Skilled listener and facilitator - able to manage and work with complex information across a range of topics. • Responsive and sensitive to those who need to share or disclose confidential and sensitive information, such as survivors/ victims of abuse. 	
Behaviours	<ul style="list-style-type: none"> • Mature and professional approach to all aspects of the role. • Ability to work independently and on own initiative while contributing constructively to a wider team. • Credible and respected profile, able to develop and maintain strong relationships with a variety of roles in various settings. • Warm, open and approachable working style. • To be respectful and accepting of the Christian objectives and ethos of the Diocese of Southwark. • To act in such a way that, at all times, safeguards the health and wellbeing of children and vulnerable adults. 	
Personal	<ul style="list-style-type: none"> • High level of personal integrity and discretion. • Able to handle and manage confidential and sensitive information • To be willing and able to undertake travel as required. • To understand and be committed to the Diocese of Southwark and Southwark Cathedral policies on equality and diversity and treat everyone with dignity and respect. 	

Expectations

- In-person attendance at four quarterly DSAP Meetings. In addition to attending other committee/governance meetings and/or providing support to the DSO (up to a maximum of 12 days per annum).

Terms

- £500 per day, £250 per half day.
- Self Employed, with submission of invoices.
- Appointed for an expected term of three years, with potential to review for a further term.

How to Apply

Please send CV along with a supporting statement outlining your suitability for the role to Maria.Gomez-Danso@southwark.anglican.org

The closing date for applications is Monday 6 January 2025.

Equality and Diversity

All staff and colleagues are expected to demonstrate the value of 'Respect for All' and follow any guidelines and policies relating to equality and diversity, and equal opportunities.

Confidentiality

Maintaining confidentiality and preserving the integrity of our work in the Diocese is very important. You will not, except as authorised by the Diocese, or as required by law or your duties, use, divulge or disclose to any person, firm or organisation any information about individuals, parishes or the Diocese, or other confidential information relating to the organisation, finances, parishes, dealing and affairs of the Diocese which may come to your knowledge during your employment.