



— Diocese of —  
Hereford

## Job Description:

# Chair of Diocesan Safeguarding Advisory Panel (DSAP)

### Job Purpose:

The Diocese of Hereford is committed to developing their safeguarding practice, including its response to safeguarding concerns and allegations. As part of this commitment, we are seeking to appoint a Chair for the Diocesan Safeguarding Advisory Panel which is independent of the diocese and has responsibility for scrutinising the development and implementation of national safeguarding policy and practice guidance.

### Role Description

1. To provide effective leadership to the DSAP, including agreeing the agenda, in liaison with the DSA/diocesan bishop or nominated person, agreeing minutes, chairing the meetings and monitoring the follow-up actions.
  2. To ensure the DSAP discharges its role and functions in line with the terms of reference.
  3. To work with the DSA and senior staff to ensure the group has a strategic overview of safeguarding practice across the diocese in line with House of Bishops' policy and practice guidance, together with appropriate quality assurance and risk management processes.
  4. To ensure that the group considers the needs of victims/survivors and those affected by abuse together with relevant advice.
  5. To work with the DSA and senior leadership team to ensure that the DSAP is adequately resourced; that there is sufficient capacity and diversity of skills set and experience/background of members. To be involved in recruitment and succession planning.
  6. To provide an ad hoc point of contact for DSAs/diocesan bishop or nominated person/members of the group outside of formal supervisory and management arrangements.
  7. To advise where necessary the diocesan bishop /senior leadership team of specific concerns/issues. Where appropriate to raise and report any concerns/issues as part of whistle blowing arrangements.
  8. To engage in the chair's national and regional network meetings, as required.
- Up to date knowledge of multi-agency safeguarding practice and processes, legislation and current developments.
  - An ability to promote and represent the DSAP at all levels both internally and externally.

## **Person Specification**

Appointees should demonstrate the following skills, knowledge and experience.

- 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, probation, 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.

## **Key Relationships:**

The key relationships will be other members of the DSAP, the Bishop of Hereford, the Diocesan Safeguarding Adviser and the Diocesan Secretary.

## **Training, Monitoring and Evaluation:**

The postholder will be required to complete Basic and Foundation online safeguarding training prior to starting the role to familiarise themselves with safeguarding within the Church of England context.

The postholder will require an Enhanced DBS check.

## **Equality, Diversity and Inclusion Statement**

We are committed to work with determination towards a fuller representation of the social, cultural and ethnic diversity which accurately reflects the people we serve in the Diocese of Hereford. We expect all employees/volunteers to promote and model equality, diversity and inclusion in their working practices and relationships and to uphold principles of equality of opportunity.

If you have a disability or long-term illness that you feel prevents you from meeting any of the essential criteria, please contact us to discuss what reasonable adjustments we can make for you.

As an equal opportunity's employer, we particularly welcome applications from United Kingdom Minority Ethnic / Global Majority Heritage (UKME/GMH) candidates who are currently underrepresented in our organisation. All appointments will be made on merit of skill and experience relative to the role.

## **Note:**

This job description is not an exhaustive document but is a reflection of the duties and responsibilities applicable at the time of issue. Details and emphasis are subject to amendment and revision in the light of the changing needs of the three Dioceses in the partnership.

## **Occupational Requirement:**

Under the Equality Act 2010 there is no Occupational Requirement that the post holder must be a committed Christian, however given the nature of the organisation and the role the post holder must be sympathetic to working with people of faith and the ethos of the Church of England.