

ROLE PROFILE

SAFEGUARDING LEARNING AND DEVELOPMENT FACILITATOR

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 Anglican Church highlighted that the Church of England still has much to do to get safeguarding right, to keep children, young people and vulnerable adults safe, and to promote their well-being.

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 National Safeguarding Team (NST) was established in 2015 and works centrally to support the Church's complex collection of different bodies to ensure the Church is a safe place for everyone.

Most of the safeguarding work is carried out locally within the parishes and is overseen by the 42 dioceses and cathedrals in England.

The NST itself comprises three departments that cover Casework; Programmes and Administration, and Learning and Development which provides high quality safeguarding learning, policy, and guidance to those working, paid or unpaid, licensed or lay, in the Church of England. This role will be pivotal to delivering learning and development.

What you'll be doing

This role will support the two National Safeguarding Learning and Development Managers in the delivery of core and additional learning pathways, in particular the Senior Leadership Safeguarding Pathway (SLSP).

Your primary role will be delivering training in person and online, so you will be required to travel considerably around the country visiting dioceses and cathedrals. This will require you to have overnight stays away from home, and may involve weekends. You will also be involved in supporting the Learning and Development Managers to maintain high quality learning and development programmes across the Church.

MAIN DUTIES AND RESPONSIBILITIES

- To lead the facilitation of national learning events, specifically the Senior Leadership Safeguarding Pathway for the senior leadership teams of the Church's 42 dioceses and cathedrals, together with sessions for other groups of senior leaders in the NCIs and other locations.
- To bring to the development and delivery of sessions, ideas and principles from systemic theory and practice relevant to leadership, including safeguarding organisational culture and development of self.
- To create a healthy space conducive for learning within the groups to enable participants to share safely, and to be responsive to any triggering experienced by participants.
- To contribute to the assessment of the impact of safeguarding learning based on the evaluation methodology that has been created and contribute to improvements across the learning cycle.
- To organise and deliver learning and development pathways being developed by the Learning and Development Managers, including professional development programmes for Diocesan and Cathedral Safeguarding Officers, as well as Safeguarding Trainers.

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.

JUNE 2025

Essential

Skills/Aptitudes:

- Able to organise and deliver learning opportunities to diverse groups and using diverse mediums
- Able to skilfully facilitate groups in a way that ensures maximum engagement by participants and promotes a rich dialogue.
- Able to facilitate groups in a way which encourages self-reflexivity.
- Able to respond to any distress participants might experience.
- Able to build trusting relationships with others quickly.
- Able to challenge constructively.
- Able to adjust approaches to work with the dynamics of groups.
- Able to work as part of a team.
- Able to communicate complex ideas succinctly and clearly.

Knowledge/Experience:

- Knowledge and experience of safeguarding in a professional context
- Experience of facilitating learning opportunities.
- Knowledge of different learning theories, styles and approaches to learning for adults.

Personal Attributes:

- Able to inspire the trust, confidence and commitment of others.
- Personal authority, gravitas and confidence – able to influence and persuade at all levels and with a range of stakeholders.
- Relational: expert in valuing and managing relationships with others as the means of delivering change. Emotionally intelligent.
- Politically astute – understanding, and managing successfully, organisational politics.
- Principled – strong value base and commitment to doing the right thing.
- Brave – willing to challenge others (including those with power) constructively and to be self-reflexive, welcoming feedback.
- In sympathy with the aims of the Church of England

Education / Professional qualifications:

- This role requires a relevant training/facilitation qualification or demonstrable significant relevant experience, alongside a qualification and/or considerable experience in safeguarding.

Desirable

- Understanding of Church of England national structures and policies.
- Knowledge of national safeguarding legislation, statutory guidance and policy (e.g. Children Acts, Care Act, Working Together, criminal justice legislation).

- Knowledge of latest research and developments in adult learning.
- Experience of engaging with adults who have experienced abuse / trauma.

Vacancy Summary

JOB TITLE:	Safeguarding Learning and Development Facilitator
NCI ENTITY:	Archbishops' Council
DEPARTMENT:	National Safeguarding Team
GRADE:	Band 3 Standard Point
SALARY:	£59,248
WORKING HOURS:	35
PRIMARY OFFICE LOCATION:	Home working
HYBRID WORK ARRANGEMENTS:	None
IS HOMEWORKING A REQUIREMENT FOR THE ROLE?:	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
IF NOT A REQUIREMENT, IS THE ROLE SUITABLE FOR HOMEWORKING?:	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
CONTRACT TYPE:	Fixed-Term
IS A DBS CHECK REQUIRED? IF YES, WHICH LEVEL	<input checked="" type="checkbox"/> Basic
IS A FAITH-BASED GOR APPLICABLE FOR THIS ROLE?	<input type="checkbox"/>
ORACLE POSITION CODE:	8104346
COST CODE:	22382
PARENT POSITION:	Learning and Development Manager (Delivery)