



Chair of the Diocesan Safeguarding Advisory Panel (DSAP) Diocese of Newcastle



Diocese of Newcastle

www.newcastle.anglican.org

Newcastle Diocesan Board of Finance. A Company Limited by Guarantee and a Registered Charity.

Registered in England number 650977. Registered office: Church House, St John's Terrace, North Shields NE296HS.

Overview

Chair of the Diocesan Safeguarding Advisory Panel (DSAP) within the Diocese of Newcastle

10-12 days per year

£400 per day

We are committed to the highest standards of safeguarding, supporting victims and survivors of abuse; and creating a positive safeguarding culture in every Church and worshipping community in every corner of our diocese.

Purpose of the Role

To provide independent leadership and oversight of the Diocesan Safeguarding Advisory Panel (DSAP), ensuring it fulfils its advisory, scrutiny, and assurance functions effectively. The Chair will work in close partnership with the Director of Safeguarding to promote a culture of transparency, accountability, and continuous improvement in safeguarding across the Diocese.

About the Diocese of Newcastle

The Diocese of Newcastle is the Church of England's most northerly diocese. Formed in 1882 the Diocese covered an area almost equivalent to the then County of Northumberland. With 169 parishes across 2,110 square miles the Diocese covers the local authorities of Northumberland, Newcastle, North Tyneside and also small parts of County Durham and Cumbria.

Under the episcopal leadership of our diocesan bishop, the Rt Revd Dr Helen-Ann Hartley and the suffragan Bishop of Berwick, the Rt Revd Mark Wroe we are resourced by two Archdeacons, and a team of lay and ordained officers who support the development of mission and ministry across the Diocese of Newcastle. Our Cathedral, under the leadership of The Very Revd Lee Batson, is a vibrant place of significance and worship.

There are 12 deaneries within 2 archdeaconries (Lindisfarne and Northumberland) which serve a population of 831,600 people across a variety of communities ranging from sparse rural to market towns, suburban and larger inner-city areas. We have a current cohort of 107 stipendiary clergy (office holders) as well as 26 self-supporting clergy and 43 Readers alongside a number of chaplaincies, pioneers, and new and emerging worshipping communities.

Overview

A small administration team is based at Church House, North Shields. Church House is also the base for the Joint Education Team and Joint Communications Team (both serving the Dioceses of Durham and Newcastle), the Lindisfarne College of Theology and a well-stocked Religious Resources Centre.

Location

This post will be based at: Church House, St John's Terrace, North Shields NE29 6HS

Due to the nature of the post there is a requirement for work to be carried out flexibly including working from home and the Diocesan Office.

Reports to: Diocesan Bishop

Works closely with: Director of Safeguarding, Diocesan Safeguarding Team, Senior Leadership team

Time Commitment and remuneration:

- DSAP meeting held in person in Newcastle, 4 times per year.
- Reasonable travel expenses will be met in accordance with the expenses policy within the Diocese of Newcastle
- £400 per day, approximately 10-12 days per year, to include DSAP meetings, pre and post meeting activity, report writing and ad hoc contact with Director of Safeguarding and/or Bishop's senior team and partner agencies.

As DSAP Chair - Panel Leadership	<ul style="list-style-type: none"> • Chair quarterly DSAP meetings, ensuring agendas are strategic, inclusive, create scrutiny and are aligned with safeguarding priorities. • Collaborate with the Director of Safeguarding to set meeting agendas, review minutes, and monitor follow-up actions. • Ensure DSAP functions in accordance with its Terms of Reference and national Church of England safeguarding guidance.
Strategic Collaboration	<ul style="list-style-type: none"> • Act as a critical friend and strategic partner to the Director of Safeguarding, supporting the development and implementation of safeguarding policies and practices. • Provide independent oversight and challenge where necessary, ensuring safeguarding decisions are evidence-based and risk-informed.
Stakeholder Engagement	<ul style="list-style-type: none"> • Ensure the voices of victims/survivors, children, young people, and vulnerable adults are represented and considered in DSAP deliberations. • Promote diversity and inclusion within DSAP membership and safeguarding practices.
Governance & Assurance	<ul style="list-style-type: none"> • Advise the Bishop and senior leadership on safeguarding matters, including risk management and quality assurance. • Produce an annual report for Bishop's Council, Cathedral Chapter, and Diocesan Synod on DSAP's work and safeguarding effectiveness. • Escalate concerns appropriately, including through whistleblowing channels, in line with Church of England safeguarding protocols.
Recruitment & Development	<ul style="list-style-type: none"> • Support the recruitment of DSAP members and safeguarding staff, ensuring a breadth of expertise and lived experience. • Participate in national and regional networks of Independent DSAP Chairs to share learning and best practice.

Key Criteria	Essential
Knowledge and Experience	<ul style="list-style-type: none"> • Proven leadership experience in safeguarding, social care, criminal justice, education, or a related field. • Strong understanding of safeguarding legislation, policy, and practice, particularly within faith-based or voluntary sector contexts. • Excellent communication, facilitation, and strategic thinking skills. • Ability to navigate complex ethical issues with integrity and discretion. • Understanding of the values and mission of the Church of England, with sensitivity to its structures and culture.
Desirable	<ul style="list-style-type: none"> • Experience working with survivors of abuse or vulnerable communities. • Familiarity with ecclesiastical governance and safeguarding frameworks.

Diversity

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents.

We aim to create a workforce that:

- values difference in others and respects the dignity and worth of each individual;
- reflects the diversity of the nation that the Church of England exists to serve;
- fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, customers and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure

that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

Standards of Behaviour and Conduct

Employees are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

Health and Safety Responsibilities

The Newcastle Diocesan Board of Finance takes Health and Safety at work very seriously and require their employees to familiarise themselves with, and follow, their policy.

* * * *

Closing date for applications – Wednesday 8th October 2025

To arrange an informal conversation about the role please contact Sharon Devlin, Director of Safeguarding email: s.devlin@newcastle.anglican.org

Interview date – 21st October 2025 at Church House, St John's Terrace, North Shields NE29 6HS

To apply click [here](#)