

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 Church highlighted failures in respect of child sexual abuse and, more broadly, the challenges facing the Church to get safeguarding right.

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 Church has made important and positive strides over recent years. There is, however, still much to be done to keep children and vulnerable adults safe, and to promote their well-being.

The Church is a complex collection of different bodies. Most of the safeguarding work is carried out locally within the 42 dioceses and cathedrals in England. This work is supported centrally by a National Safeguarding Team (NST).

The NST are developing high quality, robust safeguarding learning and development pathways, based on legislative requirements and evidence of good practice. This role will be pivotal to delivering this.

What you'll be doing

This post will have responsibility for the creation and revision of national safeguarding learning, for planning its implementation and for leading work for the NST on evaluating the effectiveness of the learning pathways offered. The postholder is responsible for ensuring that the learning pathways are based on best safeguarding practice, adult learning best practice, latest relevant academic research, national legislation and safeguarding policies and guidance.

MAIN DUTIES AND RESPONSIBILITIES

- Design and review effective safeguarding learning pathways for implementation across church bodies.
- Ensuring the learning developed is relevant to all parts of the Church, in particular: dioceses, parishes, cathedrals, religious communities and Theological Educational Institutions, and is informed by learning from within the Church (e.g. from Safeguarding Practice Reviews and diocesan / national audits).
- Work collaboratively and engage all relevant stakeholders in learning design and development and implementation planning processes, including survivors, relevant church officers / Church working groups, Diocesan Safeguarding Officers / Cathedral Safeguarding Officers and safeguarding trainers.
- Working alongside the Safeguarding Learning and Development Manager (Development Lead) and the Quality Assurance and Performance Manager to develop and implement evaluation methods to measure the impact of safeguarding learning and development to support a cycle of learning and review.
- Prepare briefings, respond to and contribute to communications, and answer queries from dioceses and other Church Bodies on relevant aspects of safeguarding learning and development.
- Direct delivery of some safeguarding learning pathways, including but not limited to the Support Person training for those supporting victims and survivors of church-based abuse; the Link Person training for those supporting respondents to safeguarding allegations or concerns; and the Senior Leadership Safeguarding Pathway for senior leaders across church bodies.

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

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UK Minoritised Ethnicities (UKME)/Global Majority Heritage (GMH) and other under-represented groups.

Essential

Skills/Aptitudes:

- Able to work under the direction of the Safeguarding Learning and Development Manager (Development Lead), but also use own initiative when required to do so.
- Able to communicate succinctly and clearly in writing for a range of audiences.
- Ability to analyse and summarise large amounts of conflicting written information from a range of sources and turn into a simple policy document or good practice guide.
- Able to work collaboratively with internal and external partners.
- Able to lead and facilitate groups, ensuring they deliver the outcome required.
- Able to build effective, trusting relationships with a wide range of internal and external stakeholders.
- Ability to communicate with survivors and people of all backgrounds effectively both in written form and verbally.

Knowledge/Experience:

- Demonstrable experience of designing and delivering high quality safeguarding learning to a range of audiences.
- Demonstrable experience of evaluating the impact of learning activities and using the outcomes of evaluation to inform review and further developments in learning programmes.
- Experience of producing clear, effective learning materials for a range of audiences.
- Knowledge of national safeguarding legislation, statutory guidance and policy (e.g. Children Acts, Care Act, Working Together, criminal justice legislation) both current and historical as relevant to non-recent abuse.
- Knowledge of latest research and practice developments in the safeguarding field.
- Experience of working with a range of stakeholders in a learning and development capacity.
- An understanding and application of trauma-informed theory, approaches and practice.

Personal Attributes:

- Relational: expert in valuing and managing relationships with others as the means of delivering change. Emotionally intelligent.
- Principled – strong value base and commitment to doing the right thing.
- Brave – willing to challenge others constructively and to be self-reflexive, welcoming feedback.
- In sympathy with the aims of the Church of England

Desirable

- Knowledge of how safeguarding operates in the Church of England.
- Understanding of Church of England national structures and policies.

- Experience of co-production with adults with lived experience.

Education:

A degree is not required for this role; however, the candidate will need to evidence relevant experience in a similar field.

Vacancy Summary

JOB TITLE:	Safeguarding Learning and Development Adviser
NCI ENTITY:	Archbishops' Council
DEPARTMENT:	National Safeguarding Team
GRADE:	Band 4 Standard Point
SALARY:	£48,557
WORKING HOURS:	35
PRIMARY OFFICE LOCATION:	Church House, Great Smith Street, London, SW1P 3AZ
HYBRID WORK ARRANGEMENTS:	Hybrid. Frequency to be agreed with Line Manager
IS HOMEWORKING A REQUIREMENT FOR THE ROLE?:	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
IF NOT A REQUIREMENT, IS THE ROLE SUITABLE FOR HOMEWORKING?:	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
CONTRACT TYPE:	12 months 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:	8104826
COST CODE:	22382
PARENT POSITION:	Safeguarding Learning and Development Manager (Development Lead)