

# INDEPENDENT CHAIR

## Diocesan Safeguarding Advisory Panel & Cathedral Safeguarding Committee



## APPLICATION PACK

October 2020



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## MESSAGE FROM BISHOP PHILIP & DEAN ROGER

There are very few aspects of the Church of England's corporate life that have not undergone a greater change in the level of importance required of it in recent years than safeguarding. Ten years ago, the Church conducted an 'in-house' investigation into its safeguarding past, which was roundly, and rightly, criticised for being superficial and not extensive enough. Since then certain investigations in the Church's recent past have revealed, at best, a lackadaisical approach to protecting children and vulnerable adults, and at worse, a woeful and indeed criminal neglect for those who placed most trust in the Church and its leading officials. The recent IICSA report, published in October 2020, revealed the extent of the Church's failings in this area, and anyone not shocked by the report's findings has not taken the implications of the report seriously. Now, significant changes are being made in every diocese and at national level to address this shameful legacy, and this document gives something of the approach that the Diocese of Truro and Truro Cathedral are taking in this area.

There are two approaches to transforming the Church's attitude to safeguarding. It either becomes a statutory, tick-box exercise that 'gets us off the hook', which, in a sense, has the loaded word 'compliance' as the motivator, or it becomes a means of transforming our lives itself, by placing ourselves at the forefront of enabling all people to flourish in the power of the Holy Spirit. If we take our faith seriously, then this is the only option before us. In other words, we will be changed by the process of ensuring that our church environment, in its many forms and manifestations, is a safe place for all, and that has to be the greatest motivator of them all.

The groups of people who assist both the diocese and the cathedral in this process (the Diocesan Safeguarding Advisory Panel and the cathedral's Safeguarding Committee) perform a vital role in not only addressing safeguarding issues and holding both diocese and cathedral to account, but by acting as a vital catalyst in this process of transforming lives. We are emphatically not here just to go through the motions and achieve targets, but to become better people, envisioned by the life of the Gospel of Jesus Christ, and devoting ourselves to the mutual flourishing of everyone.

The chair of both these groups, therefore, has a pivotal role to play in helping us to better see our vocation and our mission, and we look forward to working with them as we journey together with faith and conviction to show that God's love embraces all people.



# ABOUT THE DIOCESE OF TRURO & TRURO CATHEDRAL

The [Diocese of Truro](#) and [Truro Cathedral](#) are two separate legal entities. Regarding safeguarding, they work in partnership, through a service level agreement to implement, monitor and improve practice.

## DIOCESE OF TRURO

The Diocese of Truro is a small and largely rural diocese. With seaside, harbours, remote moorland and larger town churches, the diocese is diverse in its spread of social and spiritual need and is a rewarding place to work, where real value can be added.

The Diocese of Truro was formed on 15 December 1876 from the Archdeaconry of Cornwall in the Diocese of Exeter. In spite of being considered a 'young' diocese, the Christian faith is noted to be in existence locally since at least the fourth century AD.

The diocese is divided into two archdeaconries or pastoral administrative areas, namely, the Archdeaconry of Bodmin and the Archdeaconry of Cornwall, containing five and seven deaneries respectively. The diocese covers an area of 1,370 square miles and includes over 300 churches in 213 parishes across Cornwall, the Isles of Scilly, and two in Devon. The relatively remote and rural nature of the diocese presents a number of challenges. The population of the diocese is approximately 560,000 and is projected to rise to 600,000 by 2030. The residents are older than the average for England and Wales.

In 2020, weekly church attendance in the diocese was noted to be 11,500 people. The church is served by 108 parish clergy (both stipendiary and self-supporting) including curates, 162 priests with Permission to Officiate (concessionary licence to minister that is most commonly issued to retired priests) and 105 Readers (lay 'ministers' who can lead certain services of worship). The diocese also has a network of 283 Local Worship Leaders (LWL) and 261 Local Pastoral Ministers (LPM). The LPMs are specially trained laity who assist in pastoral work in their parishes. The Truro Diocesan Board of Finance Ltd employs about 40 staff. There are also 44 church schools, although these have statutory safeguarding requirements and discrete safeguarding, governance, and inspection arrangements.

The diocesan strategic priorities are:

- Celebrate children & young people.
- Embrace innovation & a pioneering culture.
- Be increasingly confident in its calling.
- Rejoice in strong, warm & mutually encouraging international links.
- Rejoice in the generosity of God.

## TRURO CATHEDRAL

Truro Cathedral is a vibrant, active church at the physical and spiritual heart of the city. Designed by Gothic Revival architect, John Loughborough Pearson, and completed in 1910, Truro Cathedral was the first Anglican cathedral to be built on a new site since 1220. It has an iconic presence that dominates the city skyline.

The cathedral delivers a diverse and inspiring programme of worship, events, educational activities and community outreach to engage and spiritually enrich over 70,000 visitors each year.

The three-spired cathedral is home to a world-renowned Father Willis organ, is the birthplace of the Festival of Nine Lessons and Carols, and today houses one of the finest cathedral choirs in the UK. Therefore, as a centre of music-making in Cornwall, the cathedral is a beacon in the rich tradition of cathedral music. The cathedral hosts many concerts throughout the year, and in May 2019 hosted many of the concerts of the Cornwall International Male Voice Festival, the largest festival involving male voice choirs in the world.

The cathedral is also becoming a venue for significant events, including local fashion shows and tourism awards, as well as for college graduations, indicating its willingness to be a place where community life is celebrated in a variety of forms. Many county-wide events take place in the cathedral, ranging from civic events to exhibitions reflecting the interests of the county.

The cathedral's strategic aims are:

- Develop and broaden our worshipping life to offer sacred space for everyone to experience God.
- Enable and encourage life-long learning, personal growth and development, exploring the relevance of Christianity to everyday life through education, theology and the arts.
- Develop and broaden our social responsibility by identifying areas of common concern and interest within our communities, and providing a place where these can be explored and supported in a positive and safe environment.
- Enrich our visitor experience by developing meaningful ways for individuals and groups to engage with the cathedral building, its ethos, integrity and values.
- Foster financial sustainability and accountability by growing our resources.

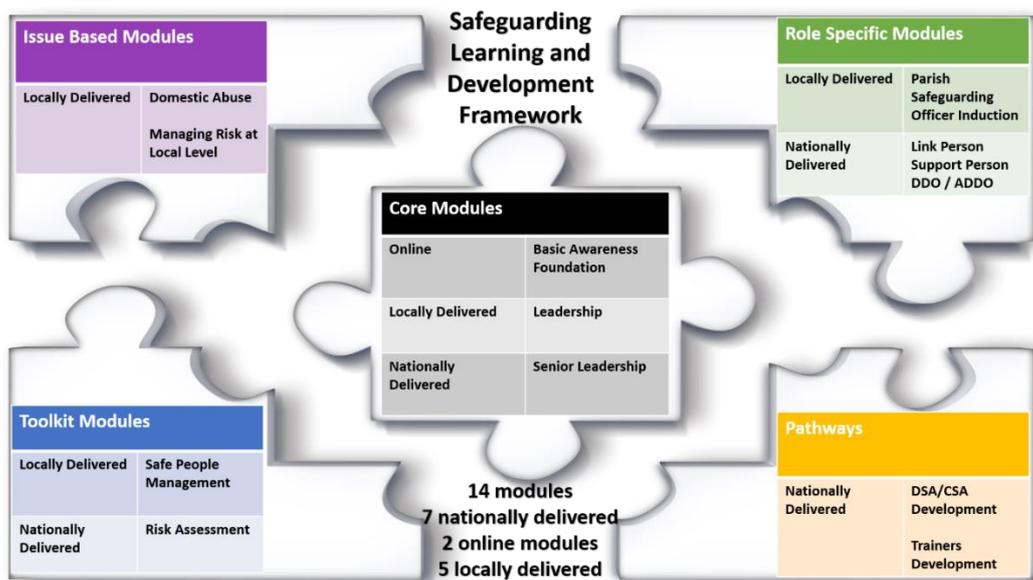
# SAFEGUARDING

Working in an environment where the majority of post-holders are volunteers requires a nuanced approach that both supports and challenges to further best practice. The diocese employs a safeguarding team of four staff. The team ensures that effective policies and practices for the safeguarding and protection of children and adults at risk of harm operate throughout the diocese and the cathedral. This includes providing high quality training programmes, promoting best practice, and providing reliable information and advice.

## SAFEGUARDING TRAINING

Our safeguarding trainer is assisted by a team of volunteer trainers in the provision of core training across the diocese, including to the staff, clergy and volunteers.

The diocese has fully implemented the Learning and Development Framework from the National Safeguarding Team.



In light of COVID-19, we successfully launched virtual training in April of this year, enabling us to ensure that everybody required to undertake training for their role is able to do so. This coincided with the launch of the revised core leadership module that moves away from a focus on process to a more interactive look at values, beliefs and behaviours.

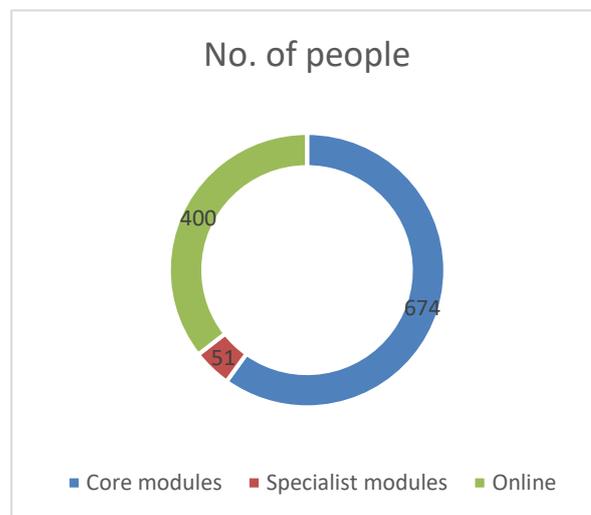
## SAFEGUARDING TEAM ACTIVITY IN 2019

### CASE MANAGEMENT

- We responded to 22 new safeguarding concerns;
- We managed 45 open safeguarding cases;
- We monitored 11 safeguarding agreements.

### TRAINING

- We trained 1,125 people.



### DBS

- We provided 414 DBS checks.

## SAFEGUARDING GOVERNANCE

Every diocese is required to have a steering group through which representatives from across the diocese and cathedral and from independent organisations can oversee safeguarding work; ensuring that safeguarding arrangements across the diocese, the cathedral and within parishes are effective, that concerns are identified and addressed, and that there is effective collaboration with statutory partners.

In the Diocese of Truro this group is called the Diocesan Safeguarding Advisory Panel (DSAP). Membership of the group reflects guidance from the National Safeguarding Team and includes multi-agency partners from the police, social care, probation and health. The terms of reference, which describe how this group works, can be found in Appendix A.

The cathedral has its own Safeguarding Committee that provides support and guidance to ensure matters relating to all aspects of safeguarding in the cathedral are fit for purpose and communicated fully, internally and externally. The terms of reference for this committee can be found in Appendix B.

In order to promote partnership working and shared learning, the two groups are chaired by the same Independent Chair.

The Diocesan Safeguarding Advisor (DSA) provides professional advice and guidance to both committees. A representative from the cathedral sits on the DSAP.

There is a network of independent diocesan chairs in the South West who come together to support one another and give regional feedback on shared issues to the National Safeguarding Team.

## INDEPENDENT SCIE AUDITS

Both the Diocese of Truro and Truro Cathedral have participated in independent Social Care Institute for Excellence (SCIE) audits, commissioned by the Church of England, to look at arrangements for keeping people safe from harm and abuse. Every diocese and cathedral in England has engaged in this audit process, bringing in fresh eyes and safeguarding expertise. This in turn gives the organisations an opportunity to become more proactive in enabling learning and improvement in how they keep people safe.

These audits were conducted in 2017 for the diocese and 2019 for the cathedral. The reports and recommendations for the both the [Diocese of Truro](#) and [Truro Cathedral](#) can be found on their respective websites.

## PAST CASES REVIEW 2 (PCR2)

As a result of the Independent Inquiry into Child Sexual Abuse, the Church of England committed all dioceses and cathedrals to undertake a review in 2019/20 to identify both good practice and institutional failings in relation to how allegations of abuse have been handled.

We have commissioned two Independent Reviewers to undertake this for both the cathedral and the diocese and anticipate that the review will be completed by the end of 2020. The recommendations will feed into our improvement plans, and we are excited to make improvements where we need to and to celebrate what we do well, as well as ensuring that all non-current concerns have been correctly dealt with.

## MOVING FORWARD

Safeguarding practices in the Diocese of Truro and Truro Cathedral are constantly evolving. Significant improvements are evident as we continue to rise to the challenges of this important work.

The diocese has used the recommendations from its SCIE Audit and other audits, (such as an overview/audit of the health of safeguarding practice in our parishes, and 'Living Water', by the Revd Canon Simon Cade, which highlights the particular situation of Local Pastoral Ministers (LPMs) and Local Worship Leaders) to provide a focus for much of the work of the DSAP. In 2020, we published our [Safeguarding Strategic Plan](#) which identifies the key themes for improvement. We are focusing on being **survivor-focused** in our approach, working on **strengthening our leadership culture, increasing capacity and supporting our parishes, and safeguarding our communities**. We are developing a three-year, prioritised improvement plan that supports the delivery of our Strategic Plan, in conjunction with the DSAP, which will be published in January 2021.

The cathedral safeguarding committee has used the recommendations from its SCIE Audit to make changes in how we collectively approach safeguarding, and is committed to delivering best practice in this area. The Safeguarding Committee has focused on the SCIE recommendations, for example restructuring the safeguarding arrangements. The full response to the audit can be downloaded [here](#).



## ROLE DESCRIPTION

<b>ROLE TITLE</b>	Independent Chair, Diocesan Safeguarding Advisory Panel (DSAP) & Truro Cathedral Safeguarding Committee
<b>SUMMARY OF ROLE</b>	<p>To ensure that both the DSAP and Cathedral Safeguarding Committee:</p> <ul style="list-style-type: none"><li>■ discharges their role of advising the Bishop of Truro, The Dean of Truro and other senior leaders within the diocese as regards their safeguarding duties and responsibilities with respect to children and vulnerable adults.</li><li>■ are able to discharge their duties to provide independent oversight and scrutiny with regard to safeguarding practice in Truro Cathedral, the Diocese of Truro and its parishes.</li></ul> <p>To provide effective chairing of DSAP and Cathedral Safeguarding Committee meetings, ensuring that actions and outcomes are progressed and documented.</p> <p>To provide outstanding leadership to assist in raising the profile of safeguarding within all aspects of the work of the diocese and cathedral.</p>
<b>ACCOUNTABLE TO</b>	The Bishop of Truro regarding the diocese, and the Dean of Truro regarding cathedral matters.
<b>TIME COMMITMENT AND RENUMERATION</b>	<p>The role has an expected average monthly time commitment of 1.5 days. Expenses will be reimbursed.</p> <p>It is expected that most meetings will be run online, but that some face-to-face contact will be made annually. At least one meeting of DSAP and one meeting of the Cathedral Safeguarding Committee will be held in person each year.</p>
<b>KEY RELATIONSHIPS</b>	<ul style="list-style-type: none"><li>• Bishop of Truro</li><li>• Bishop of St Germans</li><li>• Dean of Truro</li><li>• Archdeacons of Bodmin &amp; Cornwall</li><li>• Diocesan Secretary</li><li>• Diocesan Safeguarding Advisor and Safeguarding team</li><li>• DSAP and Cathedral Safeguarding Committee members</li><li>• Peers in other dioceses and denominations</li><li>• Church of England National Safeguarding Team</li><li>• Local statutory agencies: local authorities, police and probation</li></ul>



# MAIN RESPONSIBILITIES

**Provide effective leadership of the DSAP and Cathedral Safeguarding Committee and ensure that they:**

- operate in accordance with their advisory and scrutiny functions outlined in the terms of reference of both groups;
- Work effectively and in collaboration with the Bishop of Truro, the Dean of Truro, the Diocesan Safeguarding Advisor (DSA) and other senior staff to ensure the DSAP and Cathedral Safeguarding Committee have strategic oversight of safeguarding practice across the diocese and cathedral;
- Speak four times per year with the Bishop of Truro and the Dean of Truro, and at other times as required in order to address any specific issues or concerns that have arisen. To raise and report any concerns/issues as part of whistleblowing arrangements.

**Work with the DSA and the safeguarding team to ensure the highest standards of safeguarding practice are maintained across the diocese and cathedral.**

- Meet regularly with the DSA to agree the agenda/minutes, chairing the meetings and monitoring follow up actions;
- Ensure the Safeguarding Strategy and Cathedral Safeguarding improvement plan are implemented and managed effectively;
- Ensure that both groups are adequately resourced, that there is sufficient capacity and diversity of skills, experience and background of members of both;
- To be involved in recruitment and succession planning of committee members;
- Ensure that appropriate quality assurance and risk management processes are effectively managed;
- Ensure that the DSAP and Cathedral Safeguarding Committee keep the needs of victims/survivors and others affected by abuse at the forefront of their thinking;
- Be available via email or over the phone for the DSA/ Bishop of Truro and Dean of Truro outside of formal management arrangements;
- Attend one diocesan synod meeting to present the safeguarding annual report update;
- Attend one Bishop's Diocesan Council meeting per annum;
- Attend national and regional chairs' network meetings;
- Engage with strategic safeguarding arrangements (The Children's Partnership Board and Safeguarding Adults Board) and other statutory sector partners.

A further outline of the role and responsibilities is provided in the House of Bishops' Key Roles and Responsibilities of Church Office Holders and Bodies: Practice Guidance (2017) [here](#).



# PERSON SPECIFICATION

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



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



DIOCESE OF TRURO  
DISCOVERING GOD'S KINGDOM  
GROWING THE CHURCH

## GENERAL NOTES

This is a description of the role as it is constituted at the effective date shown. It is the practice of the Diocese of Truro and Truro Cathedral to periodically review role descriptions, update them and ensure that they relate to the role performed, or to incorporate any proposed changes. This procedure will be conducted by the Diocesan Secretary in consultation with the role holder.

## PERSONAL RESPONSIBILITY TO SAFEGUARDING

The Diocese of Truro and Truro Cathedral are committed to safeguarding, safer recruiting practice and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment. You will be expected to report any concerns relating to the safeguarding of children, young people or vulnerable adults.

## HOW TO APPLY

For more details and to apply please follow the link [here](#) to our online recruitment portal where you can complete our application form. Please note that we do not accept CVs.

If you would like to discuss this role please contact the Head of Safeguarding Sarah Acraman on [sarah.acraman@truro.anglican.org](mailto:sarah.acraman@truro.anglican.org).

Closing date for applications: **13 November 2020 at 5pm**

Interviews (online): **4 December 2020**

## ATTACHMENTS

- Appendix A Diocese of Truro DSAP Terms of Reference
- Appendix B Truro Cathedral Safeguarding Committee Terms of Reference

