

Application Pack

Cathedral Safeguarding Committee member
November 2025

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CATHEDRAL

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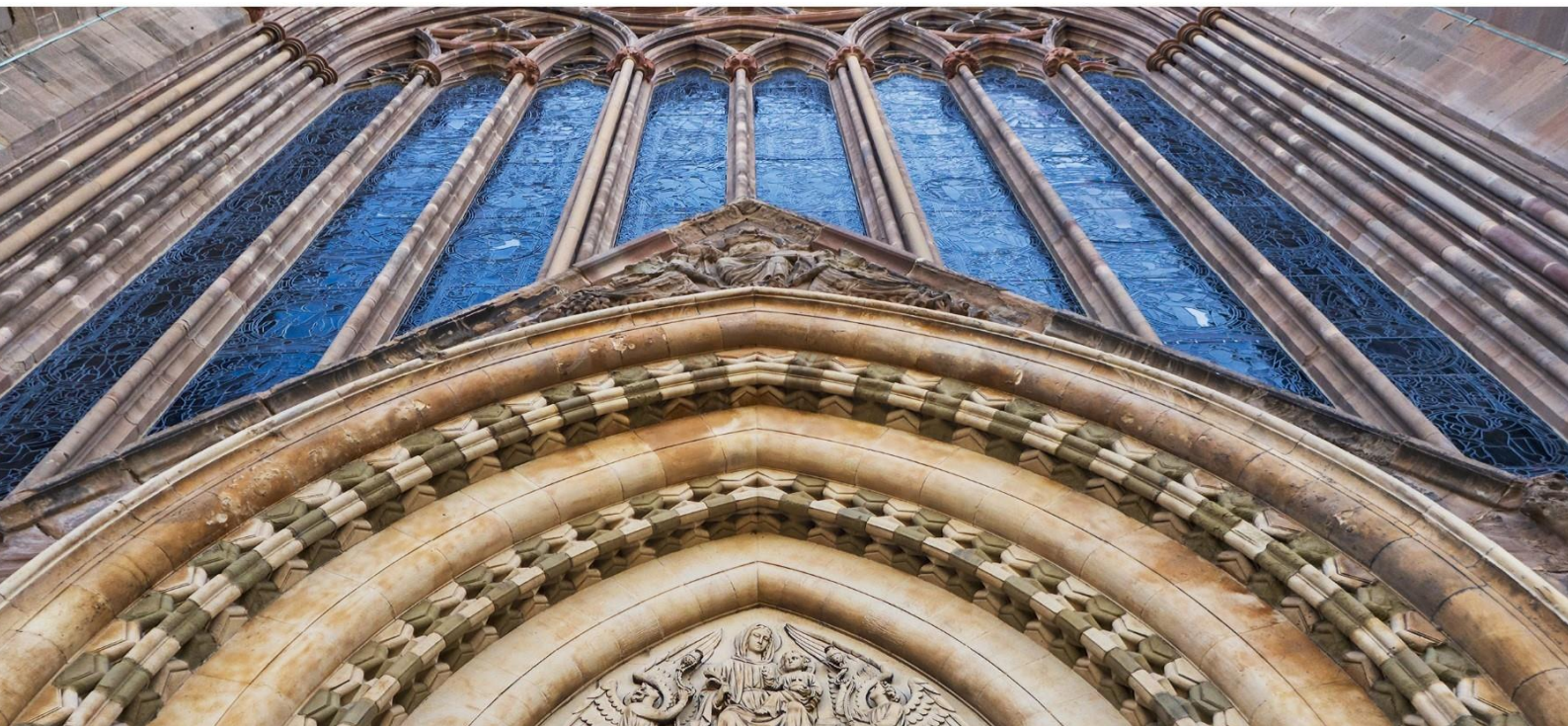
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About Worcester Cathedral

Worcester Cathedral is a magnificent sight as it rises majestically above the River Severn. Worcester has been the seat of a bishopric since the Seventh Century, and the Cathedral was served by monks until the Reformation. St Oswald and St Wulfstan were among the bishops. Since the eighteenth century, the Cathedral has been famous for its part in the annual Three Choirs Festival, the oldest choral festival in existence. Today the Cathedral is the centre of a vibrant community of clergy and laypeople, offering the praises of God each day, serving the city and diocese of Worcester, and attracting visitors from all over the world.

Our Cathedral community is diverse with over 70 staff and 200 volunteers. We are rightly proud of the tremendous heritage and number of partners we work with across the Cathedral and City to provide a warm welcome to our visitors, to promote learning about the history of the Cathedral, attend our many events and activities and to participate in the worship and music that is at the heart of our Cathedral.

The Chapter is committed to ensuring that Worcester Cathedral provides a warm, welcoming and safe environment for all, including children and adults who may be at risk of abuse and neglect. The care and protection of children, young people and adults involved in Cathedral activities is the responsibility of everyone who participates in the life of the Cathedral community. Chapter accepts and adopts in full the contents of The Church of England's Safeguarding Policy for Children, Young People and Adults, "Promoting a Safer Church" (July 2017).

The oversight of safeguarding at the Cathedral is reinforced by the Safeguarding Committee. The role of the Safeguarding Committee is to act as 'critical friend' to the Dean and Chapter regarding the safeguarding of children and vulnerable adults. Its role is to support the Chapter in meeting its safeguarding obligations for the Cathedral and its activities, including safer recruitment, and to provide assurance to Chapter that the Cathedral's safeguarding arrangements are fit for purpose.



Management and Governance

The governance of Worcester Cathedral is the responsibility of the Chapter, which comprises residentiary canons and lay canons with professional expertise and is chaired by the Dean. The Chapter is responsible for strategy, oversight and financial sustainability and meets eight times a year. Under the current Constitution and Statutes, there are four main committees that have delegated tasks from Chapter. These include the Safeguarding Committee, the Finance Committee, the Congregational Committee, and the Nominations Committee.

The Senior Executive Group (SET) is responsible for the day-to-day good management of the Cathedral, operating under the oversight of the Chapter to further the objects of the Cathedral and to implement its strategic and operational aims, vision and priorities. Through the SET, the Dean, the Residentiary Canons, the Chief Operating Officer (COO) and the Chief Financial Officer (CFO) exercise their executive role in the leadership of the Cathedral through their supervision and encouragement of senior members of staff. In addition, a Senior Management Group (SMG) is comprised of the wider team of senior lay staff and clergy in their executive functions.

The Cathedral works within the Church of England's national policies and procedures and closely with the Diocesan Safeguarding Team. The Cathedral has a part-time Cathedral Safeguarding Officer (CSO) and under a trial arrangement with the Diocese of Worcester, the CSO receives support and professional supervision from the Diocesan Safeguarding Team, as part of a joint safeguarding directorate. The CSO is also supported by the Cathedral Safeguarding Lead (CSL), who is a member of the Chapter. The COO represents the Cathedral on the Diocesan Safeguarding Advisory Panel (DSAP) and the CSL and CSO attend the Diocesan Operational Group for Safeguarding (OGS).



The Role



Role:	Safeguarding Committee member
Location:	Worcester Cathedral
Reporting to:	The Dean and Chapter (via the Chair of the Safeguarding Committee)
Tenure:	This is a three-year appointment in the first instance, with the opportunity to renew for two further, consecutive terms.

Job purpose:

The Cathedral Safeguarding Committee acts as 'critical friend' and provides constructive challenge to the Chapter of Worcester Cathedral regarding the safeguarding of children and vulnerable adults. Its role is to support Chapter in meeting their safeguarding obligations for the Cathedral and its activities, including safer recruitment, and to provide assurance to Chapter that the Cathedral's safeguarding arrangements are fit for purpose.

The duties and responsibilities of the Safeguarding Committee are laid down in the Safeguarding Committee Terms of Reference.

For an informal conversation about this post, please contact the Chair of the Cathedral Safeguarding Committee or the Cathedral Safeguarding Lead by emailing:
thedeansoffice@worcestercathedral.org.uk

Job Description

RESPONSIBILITIES

1. To provide independent perspectives on safeguarding policy and practice at Worcester Cathedral.
2. To work with the chair and Cathedral staff to ensure that the Cathedral's safeguarding functions are being carried out effectively.
3. To offer support and challenge to executive members of the committee to ensure the centrality of a robust safeguarding culture in the Cathedral's mission and its operations.
4. To take a full part in Safeguarding Committee meetings and in agreeing and monitoring of strategic and operational plans to ensure effective performance and achievement of national standards.

COMMITMENT

Meetings: The Safeguarding Committee meets formally 4 times per year (usually during the daytime, although times may vary). The duration of meetings is a maximum of two hours.

Papers are received in advance and all members of the Safeguarding Committee are expected to have read the papers and be prepared to contribute as needed to discussion.

Expenses can be claimed for attendance at meetings or carrying out functions on behalf of the Committee.

Job Description

Health & Safety

Under the Health and Safety at Work Act 1974, you must take reasonable care for your own Health and Safety and that of any other person who may be affected by your acts or omissions. In addition, you must co-operate with the Organisation on Health and Safety and not interfere with, or misuse, anything provided for your health, safety or welfare.

Safeguarding

The Cathedral is committed to safeguarding and promoting the welfare of children and adults at risk who visit our premises and precinct. All staff and volunteers are expected to actively demonstrate a commitment to a culture of safeguarding by:

- Understanding and adhering to cathedral safeguarding policy and procedures.
- Maintaining professional boundaries and demonstrating behaviour that prioritises safety and wellbeing.
- Taking responsibility for identifying and promptly reporting and safeguarding concerns in line with the policy and procedures.
- Undertaking safeguarding training and fulfilling any specific safeguarding duties required in their role.
- Actively contributing to an environment where everyone feels safe, valued and empowered to raise concerns without fear of reprisal.

Cathedral ID badges must be worn at all times while on duty. Badges are for use by the named individual only.

Person Specification

Qualifications, knowledge and experience

Essential

Recent, direct and extensive professional safeguarding experience and expertise at a senior level in a relevant statutory, voluntary or judicial agency (for example Local Authority Children and Adult Service, Police, National Children's Charity).

A willingness to promote and represent as needed the work of the Safeguarding Committee in the Cathedral and outside.

Desirable

Experience of child or adult safeguarding in a church / faith context.

Experience of case reviews, risk management and engagement and leadership of strategic partnerships.

Skills, competencies and abilities

Essential

Experience of analysing complex situations and advising appropriately.

Experience of working constructively with a wide range of parties, including staff in the statutory and voluntary sectors.

Experience of dealing sensitively and appropriately with confidential information.

Personal Qualities

Essential

A strong commitment to safeguarding as an essential part of the Cathedral's work.

To be supportive of the mission and ministry of the Church of England and the vision and values of Worcester Cathedral. This does not mean that attendance at or membership of any Church of England worshipping community is required.

Candidates need not meet all of the person specification criteria to apply. However, there is an expectation that all candidates will be able to demonstrate suitable knowledge and experience.

How to apply

To express an interest in this role, please send a CV, the details of two referees who can speak about your relevant experience and personal qualities (please note that, if applicable, one of your referees should be your current employer, and that references will usually only be contacted if you are shortlisted for the role), and a supporting statement (maximum of 2 pages) to demonstrate how you meet the requirements of the person specification to:

Email: jobs@worcestercathedral.org.uk

Interviews will be arranged at a mutually convenient time.





The Chapter Office
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www.worcestercathedral.co.uk



Worcester Cathedral is fully committed to Equal Opportunity policies.