DIOCESE OF
LONDON

DIRECTOR OF SAFEGUARDING

Candidate Information Pack

WELCOME

Welcome from the Acting Bishop of London and the General Secretary

Thank you for your interest in the role of Director of Safeguarding in the Diocese of London.

Effective safeguarding is fundamental to our Christian mission and identity. Enabling safer churches is one of our core diocesan priorities, and a responsibility shared by all who serve within our communities. The Director of Safeguarding will play a central role in helping us realise that commitment.

Over recent years, the Diocese has made significant progress in its safeguarding culture and practice, benefiting from the dedication and professionalism of its Safeguarding team and the commitment of its senior team. This was reflected in the Independent Safeguarding Audit undertaken by INEQE and published in May 2026. The audit also identified important opportunities to build on those foundations and, in response, we have committed ourselves to building a stronger, more resilient and more effective safeguarding system for the future.

The appointment of a Director of Safeguarding therefore marks the beginning of a new season by further increasing capacity, improving consistency, strengthening assurance and governance, deepening our victim and survivor focus, and embedding safeguarding expertise at the heart of decision-making. Alongside improvement of our systems, we are investing significantly in safeguarding leadership and resources because we know that safeguarding excellence requires both professional expertise and organisational commitment.

The Director of Safeguarding will be the Diocese's senior safeguarding professional and designated Diocesan Safeguarding Officer, providing strategic leadership across a large, diverse and complex organisation. Serving as a member of the Diocese's senior leadership team, the postholder will lead organisational improvement, oversee safeguarding assurance and governance, and help shape a culture that is preventative, accountable, transparent and continually learning.

We are seeking an exceptional leader with extensive safeguarding expertise, strong professional judgement and the ability to build confidence across a wide range of stakeholders. Most importantly, we seek someone who shares our determination to listen carefully, learn openly and ensure that safeguarding remains central to the life and witness of God's Church.

If you are inspired by the opportunity to lead meaningful change and help shape the future of safeguarding in the Church of England's largest diocese, we would be delighted to hear from you.

Rt Revd Dr Emma Ineson, Acting Bishop of London

Oliver Home, General Secretary

ABOUT US

The Diocese of London is the group of Church of England organisations located in London, north of the River Thames and west of the River Lea. It is overseen by the Bishop of London and is made up of parishes, schools, chaplaincies, missional communities and other organisations across 18 boroughs.

THE DIOCESE OF LONDON AT A GLANCE

- Over four million people
- 90,000 regular worshippers
- 400 parishes and 100 additional worshipping communities
- 1,000 clergy and ministers
- 130 people training for ordained ministry
- 150 chaplaincies across the sectors
- 1.5m visitors and worshippers at St Paul's Cathedral each year
- 150 church schools with 55,000 pupils

FURTHER INFORMATION

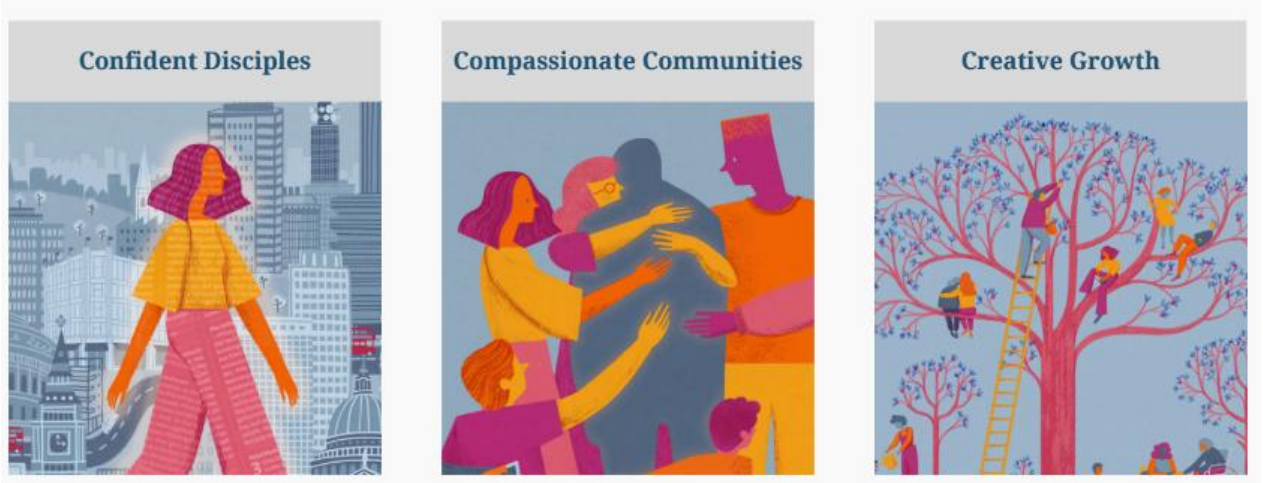
Diocese of London Website

Latest Annual Report and Accounts

2030 VISION

Our vision is for every Londoner to encounter the love of God in Christ.

Through our 2030 Vision, we believe God is sending us out to live and speak the good news of the gospel. To do that we have prayerfully discerned **our three main ambitions**:



To reach every Londoner, we need to reflect the diversity of our city and be a welcoming, safe space. To do that we have prayerfully discerned **our three main priorities:**

These ambitions and priorities are enabled by the wise stewardship of the LDF as an organisation and of its people, buildings and finances.

THE LONDON DIOCESAN FUND (THE EMPLOYER)

The London Diocesan Fund (LDF) is the main central support organisation for the Diocese of London, providing the resources, professional services and organisational leadership that enable mission and ministry across churches.

The LDF Mission and Values

The LDF's Mission and Values framework shapes how we work together, make decisions and serve the wider Diocese. Our mission is:

"to support, serve and resource all parts of the Diocese of London in enabling every Londoner to encounter the love of God in Christ".

This is supported by four values:

Confident, Compassionate, Creative and Connected

These values describe the culture we are seeking to build and the way we expect to work with one another, with parishes and clergy, and with the diverse communities we serve. We are looking for leaders who can bring confidence with humility, compassion with clear judgement, creativity in responding to complex challenges, and a connected approach that builds trust across people, teams and systems. Candidates are encouraged to reflect on how their own values, leadership style and professional practice align with this framework, and how they would help us live out these values in the context of safeguarding leadership.

Why this role matters now

Following the INEQE Independent Safeguarding Audit, the Diocese is making further significant and sustained investment in safeguarding leadership, capacity and assurance. The Bishop's Council (LDF Trustees) has agreed the recommendation to create a new role of Director of Safeguarding, in line with INEQE's recommendation, to replace the previous Head of Safeguarding.

Increased levels of staffing have also been agreed for the Diocesan Safeguarding Team. With the support of an Interim Safeguarding Development Lead, we are currently revisiting the shape of the team in response to INEQE's findings and recommendations, and the agreed structure may be determined before the successful candidate takes up the role. The Director will nevertheless have a significant opportunity to lead the building of the new Directorate, embed the agreed structure, shape ways of working, and drive delivery of expectations and improvements flowing from the audit. This is an important moment for safeguarding in the Diocese: the role offers the opportunity to bring strategic leadership, professional credibility and cultural influence to a well-supported programme of change.

THE ROLE

Employer	London Diocesan Fund
Job title	Director of Safeguarding (designated Diocesan Safeguarding Officer)
Reports to	General Secretary
Directorate	Safeguarding
Salary	£100,786 per annum
Location	London Diocesan House, 36 Causton Street, London SW1P 4AU
Working arrangements	Primarily office-based (up to two days a week working from home)
Requirements	Enhanced DBS check required

Key relationships

- Bishop of London; Area and Suffragan Bishops
- General Secretary and LDF Director roles
- Archdeacons
- Independent Chair, Diocesan Safeguarding Advisory Panel (DSAP) & DSAP members
- Regional Safeguarding Lead and the National Safeguarding Team
- Statutory agencies
- Survivor-support organisations and representatives
- Clergy and Parish Safeguarding Officers
- Diocesan Registrars (legal advisers)
- Bishop's Council (LDF Trustees)
- Chair, Audit and Risk Committee

Equality, diversity and inclusion

The Diocese of London is committed to creating and sustaining a diverse and inclusive workforce which represents our context and wider community. We particularly encourage applications from people of Global Majority Heritage/United Kingdom Minority Ethnic backgrounds, women and disabled people, who are currently under-represented among our clergy and workforce.

Safeguarding

The Diocese of London is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.

ROLE PURPOSE

The Director of Safeguarding is the senior safeguarding leader in the Diocese of London, responsible for providing strategic leadership, professional oversight and assurance across all safeguarding activity.

The postholder will lead the Diocese in fostering a proactive safeguarding culture, ensuring the highest standards of safeguarding practice, compliance and accountability throughout diocesan structures, parishes and associated church bodies.

As the accredited Diocesan Safeguarding Officer (DSO), the postholder has operational independence from the Bishops in the management of safeguarding casework and allegations in accordance with the Canons of the Church of England, National Safeguarding Standards and House of Bishops guidance.

Whilst retaining oversight and decision-making responsibility for the most complex and high-risk safeguarding matters, the Director's primary focus is strategic leadership, organisational development, governance, service improvement and the effective leadership of the Diocesan Safeguarding Team.

Current job scope

Direct reports	1 x Safer Churches Programme Manager 1 x Safeguarding Case Management and Deputy DSO
Wider team	6 x Diocesan Safeguarding Advisers (5.4 FTE) 1 x Safeguarding Administrator 1 x Audit Administrator (fixed term)
Budget responsibility	Budget responsibility of approximately £1.1m

N.B. The current scope, roles and budget will change and increase during the recruitment process.

KEY RESPONSIBILITIES

Strategic leadership and culture

- Lead the Diocese's safeguarding strategy, embedding a preventative, accountable and learning-focused culture across diocesan life.
- Champion Safer Churches, ensuring the voices and experiences of victims and survivors shape policy, practice and improvement.
- Provide expert advice, assurance and constructive challenge to senior leaders and governance bodies, ensuring policy alignment and effective implementation of review recommendations.

Operational oversight (DSO function)

- Fulfil the statutory and canonical DSO function, maintaining professional independence in safeguarding case management and decision-making.
- Retain oversight of the most complex and high-risk cases, ensuring effective, trauma-informed responses to concerns, allegations and disclosures.
- Maintain robust case management, risk assessment, quality assurance and learning systems, supported by supervision, performance measures and professional standards.

Governance, assurance and compliance

- Provide clear safeguarding assurance to diocesan governance structures through reporting, performance monitoring and scrutiny.
- Ensure compliance with statutory requirements, Church of England safeguarding policy and national safeguarding standards.
- Lead preparation for audits and external reviews, overseeing implementation of recommendations and organisational learning.

Stakeholder management and partnerships

- Build trusted safeguarding partnerships with statutory agencies, the National Safeguarding Team, survivor organisations and relevant church bodies and religious communities.
- Act as the Diocese's principal safeguarding representative with external agencies and professional networks.
- Bridge safeguarding practice, senior clergy and diocesan leadership to support constructive dialogue and resolution of concerns.

Leadership and management

- Play a full part in the leadership and management of the Diocese as a member of the Bishop of London's Senior Staff Team and the Senior Management Group of the LDF and other related teams.
- Lead, manage and supervise safeguarding managers and the wider team, promoting integrity, collaboration and continuous improvement.
- Ensure the Diocesan Safeguarding Team is effectively structured, resourced and supported to meet current and future demand.
- Hold budget responsibility and promote workforce wellbeing, resilience, supervision and professional development.

Training and organisational development

- Oversee implementation of the national safeguarding learning framework and diocesan safeguarding learning strategy.
- Ensure safeguarding training remains current, effective and aligned with statutory and national requirements.
- Promote organisational learning from reviews, audits, complaints and survivor feedback to strengthen practice and service improvement.

The postholder may be required to undertake other duties commensurate with the role.

PERSON SPECIFICATION

Essential education and experience

- Degree-level qualification or equivalent senior professional experience in Social Work, Safeguarding, Policing, Probation, Criminal Justice or a related safeguarding discipline.
- Significant experience managing complex safeguarding risk and making high-level safeguarding decisions.
- Experience managing multi-disciplinary safeguarding teams, budgets and resources.
- Proven track record of strategic leadership, organisational change and service improvement.
- Significant experience working with statutory safeguarding agencies and managing allegations against people in positions of trust.
- Experience of safeguarding governance, audit, quality assurance and regulatory compliance.

Essential knowledge and skills

- Comprehensive knowledge of safeguarding legislation, including the Children Acts, Care Act and related statutory guidance.
- Ability to translate complex operational safeguarding challenges into strategic priorities and organisational plans.
- Strong governance, performance-management and quality-assurance skills.
- Exceptional written and verbal communication skills for senior and other audiences.
- Strong analytical and decision-making capability.
- Ability to lead through complexity, ambiguity and periods of significant organisational change.
- High emotional intelligence and resilience, with the ability to maintain professional objectivity under pressure.

Essential personal requirements

- A clear commitment to safeguarding, inclusion, transparency and continuous improvement.
- Committed to the welfare of children, young people and vulnerable adults.
- Strives for excellence through reflective practice, innovation and high professional standards.
- A collaborative and credible leader who commands confidence across diverse stakeholder groups.
- Acts with integrity, accountability and professional curiosity, maintaining sound professional judgement.
- Willing to address safeguarding concerns and historic failures openly, honestly and constructively.
- Commitment to ongoing professional development.
- Willingness to undertake an Enhanced DBS check.
- Empathy with the mission, ethos and values of the Church of England.

Desirable experience

- Experience of managing safeguarding within complex, multi-stakeholder organisations.
- Experience within the voluntary sector.
- Experience of media handling and public accountability in safeguarding contexts.
- Understanding of Church of England governance and structures, including Church of England safeguarding policies and national safeguarding standards.
- Knowledge of Christian theology, faith and motivation.

BENEFITS

Remuneration	£100,786 per annum
Place of work	London Diocesan House, 36 Causton Street, London SW1P 4AU
Holiday	30 days' annual leave, plus bank holidays and an additional gifted leave day during the Christmas period
Pension	15% employer pension contribution; salary sacrifice available
Other benefits	Season-ticket loans for public transport Cycle to Work Scheme Access to Benenden Health Insurance Employee Assistance Programme through Health Assured Up to £100 towards an eye test and spectacles Two additional paid days for community volunteering Death in service benefit of three times basic gross salary Enhanced maternity leave of six months' full pay after 12 months' employment

RECRUITMENT TIMETABLE

This is a significant opportunity to shape the future of safeguarding in the Diocese of London. The following timetable sets out the key stages in the appointment process.

Please make a note of the dates below and tell us as soon as possible if any stage would present a significant difficulty. The timetable is currently indicative and may change.

Applications close	Sunday 20 September 2026, 5pm
Shortlisting outcome	w/b Monday 5 October 2026
Selection day	Thursday 22 October 2026, in person London Diocesan House, 36 Causton Street, Pimlico, London SW1P 4AU
Candidate expenses / adjustments	Reasonable expenses for travel and accommodation can be claimed upon receipt.

Reasonable adjustments

We want the recruitment process to be accessible.
Please tell us if you need a reasonable adjustment at any stage.
Contact: Human Resources Team: humanresources@london.anglican.org

HOW TO APPLY

Application

Please submit your application using the link here: Director of Safeguarding

As part of the application process, you will have the opportunity to upload your CV along with a Supporting Statement (each document should be no more than 3 pages) that provides clear evidence addressing the criteria set out in the person specification. Your supporting statement should explain your motivation for applying for the role and provide clear examples drawn from your experience that demonstrate your ability to meet the criteria.

Assessment approach

All LDF roles are evaluated through an objective job evaluation process to ensure that the band and salary level are appropriately determined. For this appointment, candidates will be assessed against the role requirements, person specification and relevant leadership behaviours through the shortlisting and selection process. The assessment process will be designed to test professional expertise, strategic judgement, leadership capability and values alignment needed for this senior safeguarding role.

Selection process

We see the selection process as a two-way process: it enables us to assess each candidate's skills, experience and suitability against the requirements of the role, while also giving candidates the opportunity to learn more about the Diocese, the role and our safeguarding priorities.

- During the application period, candidates are welcome to contact the HR team at humanresources@london.anglican.org with any questions.
- Longlisted candidates will be invited to an initial online screening interview.
- Shortlisted candidates will have the opportunity to speak informally with the General Secretary, who will be the postholder's line manager.
- Shortlisted candidates will be invited to an in-person assessment day.

Further detailed information about the assessment exercises, presentation requirements and panel membership will be provided to shortlisted candidates in due course.

Candidates who require reasonable adjustments to participate in any stage of the selection process are encouraged to contact the HR team as early as possible so that appropriate arrangements can be considered.

References and checks

Shortlisted candidates will be asked to provide details of three referees, one of whom should normally be their current or most recent employer. References will not be taken up without the candidate's prior permission.

The appointment will be subject to an Enhanced DBS check, confirmation of the right to work in the UK, satisfactory references and any other checks appropriate to the role.

Lead safeguarding. Shape culture. Enable safer churches.

Applications close: Sunday 20 September 2026, 5pm

Apply via link: Director of Safeguarding

Ref: DSO2026