

Head of Safeguarding

Salary Scale from £46,000 to £52,000

| Integrity | Respect | Trust | Service | Compassion |

The Diocese of Hexham and Newcastle is committed to safeguarding all who participate in the life of the Church. Safeguarding is fundamental to and at the heart of our culture. It is the cornerstone of our Vision and Values and as such the Head of Safeguarding plays a significant role in supporting the Bishop, the Chief Operating Officer and the wider Diocese to ensure that all continue to build upon the excellent work already in place.

Accountable to the Bishop of Hexham and Newcastle and Trustees for the successful delivery of an effective safeguarding function the Head of Safeguarding is a member of the Senior Leadership Team. Reporting to the Chief Operating Officer you will have experience of working closely with trustees, clergy, employees, volunteers, victims and survivors of abuse, as well as external agencies, to ensure that safeguarding is fully integrated into all activities, and that the safety of vulnerable individuals remains a Diocesan priority. We are therefore seeking an accomplished and experienced safeguarding professional to take on the role of Head of Safeguarding within the Diocese.

The role demands vigilance and strong leadership, expert safeguarding knowledge, and a proactive approach to managing risks and incidents. The successful applicant will lead a team of highly skilled and capable individuals who collaborate with relevant stakeholders on all matters relating to safeguarding so you will be pivotal in providing effective assurances that safeguarding arrangements are robust, fit for purpose and timely.

To be successful in this role you'll have up to date knowledge of safeguarding legislation and best practice, outstanding communication and interpersonal skills. You will operate at all times with integrity, whilst remaining calm, decisive, and clearheaded under pressure.

Building upon our existing culture of respect, dignity, care, and continuous learning for all, you must demonstrate how you have undertaken, reported upon and delivered professional evaluation processes in maintaining and enhancing a culture of safeguarding and best practice. You will have extensive evidence of where you have provided both expert advice on protection and effective assurances that safeguarding arrangements are appropriate, continuously evaluated, and where necessary improved.

More specifically you'll have demonstrable evidence of:

- I. Leading the development and delivery of safeguarding strategies, and be able to show how this translates to the Diocese, ensuring all activities align with safeguarding best practices and compliance requirements
- II. Policy and Procedure Development and Implementation
- III. Case Management and Risk Assessment within safeguarding and with the ability to handle sensitive and complex situations
- IV. Delivering Training and Development
- V. Overseeing Reporting and Governance in a safeguarding context
- VI. Crisis Management and Response
- VII. Safeguarding frameworks, including national and local statutory requirements

- VIII. Proven track record working in related fields such as education, the voluntary sector, social care or social work, health, police, or the probation service

What can you expect from us? A truly inclusive culture where our Values of Integrity, Trust, Respect, Compassion and Service form our foundations from which all other things transcend and as such you will be supportive of and sympathetic to our ethos and the Catholic faith.

If you are interested in applying for the Head of Safeguarding position please get in touch to request an Applicant Pack by emailing Annie Leaver Head of Human Resources at annie.leaver@diocesehn.org.uk

Finally, the Diocese of Hexham and Newcastle is proud to be an equal opportunities employer, welcoming applications from individuals of all backgrounds, including those who identify as neurodivergent. We are committed to creating a workplace where diversity of thought and experience is respected and valued.

The closing date for applications is 31 August 2025 although we reserve the right to close the post early.