

Candidate pack:
Independent Committee Members
London Diocesan Fund
Safeguarding Advisory Panel (DSAP)



Welcome

The Diocese of London is seeking additional members for the **Diocesan Safeguarding Advisory Panel (DSAP)**.

We are looking to develop a wider mix of skills, experiences and perspectives on the DSAP and are keen to recruit independent members with professional experience at a senior level in a statutory safeguarding agency, or a charity with relevant remit. We are particularly interested in applicants with a background in mental health, probation or social care, including homelessness or domestic abuse.

This role offers an exciting opportunity to contribute independent expertise and oversight to help ensure that safeguarding remains at the heart of the Diocese's work and that safeguarding arrangements are effective, accountable, transparent and continually improving.

The pack tells you more about the governance, context, work and responsibilities of the Panel, the London Diocesan Fund, which is the charitable legal body through which much of the Diocese's work is delivered, and the wider Diocese of London.

If you have further questions or wish to arrange an informal conversation before making your application this can be arranged via governance@london.anglican.org.

I look forward to receiving your application.

With best wishes

Sarah McKimm

Chair of the Safeguarding Advisory Panel

Governance, Structure and Management

The Diocese is currently being led by the Acting Bishop of London, the Rt Revd Emma Ineson, during the period of vacancy arising from the translation of the former Bishop of London, Rt Revd and Rt Hon Dame Sarah Mullally DBE, to become Archbishop of Canterbury earlier this year.

The Bishop of London has delegated certain powers to four area bishops, the Bishops of Edmonton, Kensington, Stepney and Willesden, and one Suffragan Bishop, the Bishop of Fulham. The bishops and archdeacons exercise day to day oversight of the Diocese.

The statutory governing body of the Diocese is its Synod, a largely elected body. The Diocese conducts its financial and operational affairs through several corporate bodies. The principal one being the London Diocesan Fund (LDF). The LDF is a company limited by guarantee and registered charity. The Diocesan Bishop's Council is the standing committee of the Diocesan Synod and the Board of Trustees for the LDF.

The General Secretary acts as Secretary to the Diocesan Bishop's Council and is the chief executive of the London Diocesan Fund.

The Diocesan Safeguarding Advisory Panel supports the Diocese and the Bishop's Council.

The Diocesan Safeguarding Advisory Panel

Purpose of the Panel

The role of the DSAP is to provide robust and independent scrutiny of our safeguarding arrangements within the Diocese. Meetings usually take place four times/year, but from time to time, there can be some further responsibilities which require additional time commitment.

The core purpose of the Diocesan Safeguarding Steering Group is to:

1. Ensure the development, monitoring and review of the Diocese of London's strategy and policy for safeguarding children, young people and vulnerable adults/adults at risk.
2. Ensure the ownership and implementation of the safeguarding plan throughout the Diocese.
3. Quality-assure safeguarding practice and ensure continual learning and reflection upon the efficacy of safeguarding practice in the Diocese, making recommendations for improvement.
4. Be a source of independent safeguarding advice to the Diocesan Bishop and the Diocesan Safeguarding Team.

Membership

Led by an Independent Chair, the Panel comprises clergy, members of the safeguarding team and other independent professionals. It seeks to include individuals with an appropriate balance of professional expertise, lived experience and safeguarding knowledge to support effective scrutiny and advice.

The role of panel members

Panel members are expected to attend four meetings of the DSAP per year which usually take place in our diocesan offices in Pimlico, London. Meeting papers are shared via Sharepoint, usually around five working days ahead of each meeting.

The role of our panel members is to challenge, scrutinise, support, advise, contribute, and actively take part in decision-making processes and to prepare for meetings and complete actions where required.

Independent members will require relevant current or recent child protection or adult safeguarding experience at a senior level in a statutory, voluntary or private organisation. We are particularly looking for members from probation, social care and health (including mental health) backgrounds.

In each case, we are particularly keen to encourage applications from under-represented groups to ensure the DSAP reflects the diverse parishes of the Diocese.

Term of office

Independent members will be appointed for a period of three years, may be invited following a review to serve for two additional terms (i.e. to a maximum of nine years).

DSAP member: Role Specification

Knowledge, Skills and Experience

The Panel should collectively possess expertise across safeguarding, governance and organisational leadership, with each member bringing significant and current experience in one or more of the following areas.

Essential

- Safeguarding, risk management or the protection of vulnerable people
- Governance, leadership or organisational oversight
- Independent scrutiny, challenge and decision-making
- The ability to analyse complex and sensitive information

Desirable

- Experience in safeguarding-related fields such as social care, education, health, policing, probation or victim support
- Quality assurance, inspection, compliance or regulatory oversight
- Domestic abuse, trauma-informed practice or mental health
- Charity, public sector or faith-based governance
- Knowledge of the Church of England and its structures
- Relevant lived experience.

Personal Qualities

Members should demonstrate:

- Integrity and sound judgement
- Commitment to safeguarding and the welfare of vulnerable people
- Compassion, empathy and emotional intelligence
- Ability to analyse complex and sensitive information
- Confidence to provide constructive challenge respectfully
- Strong listening and communication skills
- Respect for confidentiality and professional boundaries
- Ability to work collaboratively while maintaining independence
- Respect for the values and mission of the Church and the organisation.

Time Commitment

Typically:

- Four quarterly Panel meetings each year of between two to three hours in length
- Preparation and reading of papers in advance of meetings
- Occasional attendance at training, development sessions or safeguarding events
- Participation in periodic panel reviews and effectiveness assessments.

Expected total time commitment (including preparation for meetings): approximately 4–6 days per year.

Eligibility

Members will normally:

- Have no material conflicts of interest that would undermine their independence
- Be able to demonstrate relevant expertise or lived experience
- Be committed to promoting safer environments for all
- Be empathetic to the mission and values of the Church of England
- Undertake any required induction, safeguarding training and ongoing development

How to apply

Applications

To apply for this role please email a copy of your CV and personal statement of no more than 1,000 words along with the contact details for two referees (who will only be contacted if you are called for interview) to Lizzy Millar at governance@london.anglican.org no later than midnight **Sunday 11 October 2026**.

The Diocese of London is committed to creating and sustaining a diverse and inclusive workforce which represents our context and wider community. We are aware that those of Global Majority Heritage/United Kingdom Minority Ethnic (GMH/UKME), women, and disabled people are currently under-represented among our clergy and wider workforce, and we particularly encourage applications from those with the relevant skills and experience that will increase this representation.

Shortlisting

To ensure the fairness of the selection process, shortlisting will be based upon the information which you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria. Information provided will be viewed by the interview panel. If after three weeks from the closing date you have not heard from us, please assume that you have not been shortlisted on this occasion. A copy of our privacy policy for job applicants can be downloaded from our website <https://www.london.anglican.org/kb/data-protection/>

Interviews

Interviews will take place on 2 and/or 5 November 2026 at London Diocesan House, 36 Causton Street, Pimlico, London, SW1P 4AU.

Safer recruitment

We are committed to the safeguarding and protection of all children, young people and adults, and the care and nurture of children within our church communities. We will carefully select, train and support all those with any responsibility within the Church, in line with Safer Recruitment principles.

This means that we will:

- Ensure that our recruitment and selection processes are inclusive, fair, consistent and transparent.
- Take all reasonable steps to prevent those who might harm children or adults from taking up, in our churches, positions of respect, responsibility or authority where they are trusted by others.
- Adhere to safer recruitment legislation, guidance and standards.

All applicants are required to complete a Confidential Declaration Form as part of our recruitment process when an appointment is made. This form is strictly confidential and will be seen only by those involved in the recruitment/appointment process and, when appropriate, the nominated safeguarding lead or someone acting in a similar role/position. All forms will be kept securely in compliance with the General Data Protection Regulations 2018.

Online searches will be made of short-listed candidates.

Successful candidates who will be expected to undergo a DBS check at the standard level.

Forward Planning – Dates of Meetings 2027

- 26 January 2027- 1400-1600
- 29th April 2027, 1400-1600
- 13th July 2027, 1130-1600 (Away Day)
- 16th September 2027 1400-1600
- 11th November 2027, 1400-1600.



DIOCESAN SAFEGUARDING ADVISORY PANEL (DSAP)

TERMS OF REFERENCE

To support the Diocese to be the safest it can be for those who worship, work, volunteer or participate in activities in worshipping communities in the Diocese of London.

Purpose

- To advise on and ensure the development, monitoring and review the Diocese of London's strategy and policy for safeguarding children, young people and adults who may be vulnerable.
- To ensure the ownership and implementation of the safeguarding plan throughout the Diocese.
- To quality assure safeguarding practice and ensure continual learning and reflection upon the efficacy of safeguarding practice in the Diocese, making recommendations for improvement.
- To be a source of independent safeguarding advice to the Diocesan Bishop and the Diocesan Safeguarding Team.

Scope

Effective safeguarding arrangements

- To ensure diocesan safeguarding arrangements comply with statutory requirements and the
- House of Bishops' policy and practice guidance.
- To ensure that the Diocese supports and advises parishes to adopt safeguarding practices that comply with the national and diocesan policy and practice guidance.
- To ensure that the Diocese has effective safeguarding arrangements with St Paul's Cathedral, Westminster Abbey (and other royal peculiars located within the Diocese).
- To deal with any exceptional matters referred by the bishop and to coordinate and advise on responses to consultations, whether from Government or the National Church.

Listening to our stakeholders

- To advise on and ensure that the Diocese has mechanisms for hearing the views of children and adults who may be vulnerable in relation to the arrangements to keep them safe whilst engaged in church activities.

Perpetrators and Survivors of Abuse

- To advise on and ensure that those who are victims of abuse by church officers, whether recently or in the past receive high-quality care and support.
- To ensure that our worshipping communities remain places open to all but that appropriate measures are in place to understand and manage risks posed by those who are known or suspected perpetrators of harm.

Ensuring the health of the organisation

- To advise the bishop, trustees/directors of the LDF and senior officials of the adequacy of resourcing for the diocesan safeguarding adviser/team including professional supervision, safeguarding training, reviewing processes and any assignments proposed by the DSAP which it is agreed should be undertaken.
- To advise on and ensure the effectiveness of the diocesan approach to safer recruitment, DBS disclosures and safeguarding training.
- To advise on and ensure appropriate quality assurance measures are in place for case management and risk assessment.
- To consider learning derived from case lessons learnt reviews and advise on a diocesan response including actions and any changes to local and national policy, procedure or practice which are indicated.
- To regularly review the whistleblowing and complaints procedures and advise on any issues which appear to require attention.
- To maintain strong independent links with the National Safeguarding team and if necessary to refer to them unresolved issues of improper diocesan safeguarding practice.
- To oversee a programme of audit that enables scrutiny and challenge to be effective.
- To ensure a schedule of business that enables the committee to fulfil its obligations as outlined in the terms of reference.

Governance and accountability

The Independent Chair of the Diocesan Safeguarding Advisory Panel will have direct access to the Bishop of London and the General Secretary of the Diocese. Any concerns or issues arising relating the work of the panel, will be raised through the relevant meetings by either the Independent Chair or the Lead Bishop or Archdeacon.

Minutes of Advisory Panel meetings and any reports received by the Advisory Panel will be circulated to all the London Bishops, the General Secretary, the Chair of the Audit and Risk Committee and to members of the Diocesan Safeguarding Team.

The Advisory Panel will provide an annual safeguarding report to Diocesan Bishop's Council which provides commentary on progress against the business plan and gives the DSAP's assessment of the effectiveness of the Diocesan safeguarding arrangements.

Membership

- Independent Chair*
- Area bishop and /or bishops nominated safeguarding lead
- Archdeacon - at least one and not more than two archdeacons
- General Secretary
- Director of People
- Head of Safeguarding
- Director of Ministry
- Senior cathedral representative
- Nominated person as representative for Incumbents
- At least three and no more than eight independent members with relevant current or recent child protection or adult safeguarding/adult at risk experience at a senior level in a statutory, voluntary, or private organization; three of these should be from social care, probation and the police
- Co-opted consultants for specialist expertise as required.

The DSAP will have discretion to advise the bishop on the appointment of additional members on a

permanent or ad hoc basis having due regard to the House of Bishops' advice on membership.

Initial appointments will be for three years with an additional term of three years following a review of commitment and contribution.

Appointments to the DSAP will follow the Church's Safer Recruitment Practice Guidance. All new

members will have an induction organised by the Head of Safeguarding in consultation with the Chair.

Frequency of meetings

The DSAP will meet quarterly and more frequently if needs be.

Chair

The independent chair will be appointed by the Bishop in consultation with Head of Safeguarding for a period of three years, with an additional term of three years following a review.

Duties of Chair

- To agree the agenda and minutes of the DSAP, chair the meetings and monitor the follow-up actions.
- To undertake the responsibilities of the chair as specified in the role description in line with the role and function of the DSAP.
- To conduct meetings of the DSAP in ways which enable all members to contribute their knowledge and skills and to delineate clearly those matters which are agreed for further action and those which are being passed to the diocese for further consideration.
- To work with the diocesan bishop, the diocesan senior leadership team and other senior officials to ensure a constructive relationship with the DSAP in the joint quest of achieving a safer Church.
- To engage in the chairs national and regional network meeting, as required.

Chair specification

The Chair will be an independent lay person (independent means neither employed by the diocese nor discharging managerial functions in the diocese) capable of ensuring that the advisory and scrutiny functions are carried out effectively. The chair will have extensive professional safeguarding expertise in a relevant statutory, voluntary, or judicial agency.

About the Diocese of London

Our 2030 vision is ‘for every Londoner to encounter the love of God in Christ’ and integral to that is our priority to ensure a safer church. We want to do everything we can to ensure that the value and dignity of everyone is respected and secure across all areas and activities of the Diocese. We see this as core to the Gospel, our calling and ministry.

Serving 4.2 million residents, London is the most populous diocese in England. The Diocese comprises five Episcopal Areas, four of which have larger populations than many other dioceses. While the residential population of the Two Cities Area is lower than other parts of the Diocese, the major economic hubs of The City and Westminster within it mean the working population is significantly larger due to daily inflows from the wider London area; 1.5 million people worked in these two hubs alone in 2024. Furthermore, London welcomed around 30 million visitors in 2024.

London is also the most ethnically diverse region in England, with 49% of the Diocese’s population being of global majority heritage compared to 14% for England.

The Diocese of London includes parishes, schools, chaplaincies and missional communities. The Diocese is overseen by the Bishop of London, assisted by Area Bishops, Archdeacons and senior staff, and administered by the staff of the London Diocesan Fund (“LDF”). Its Cathedral is St Paul’s.

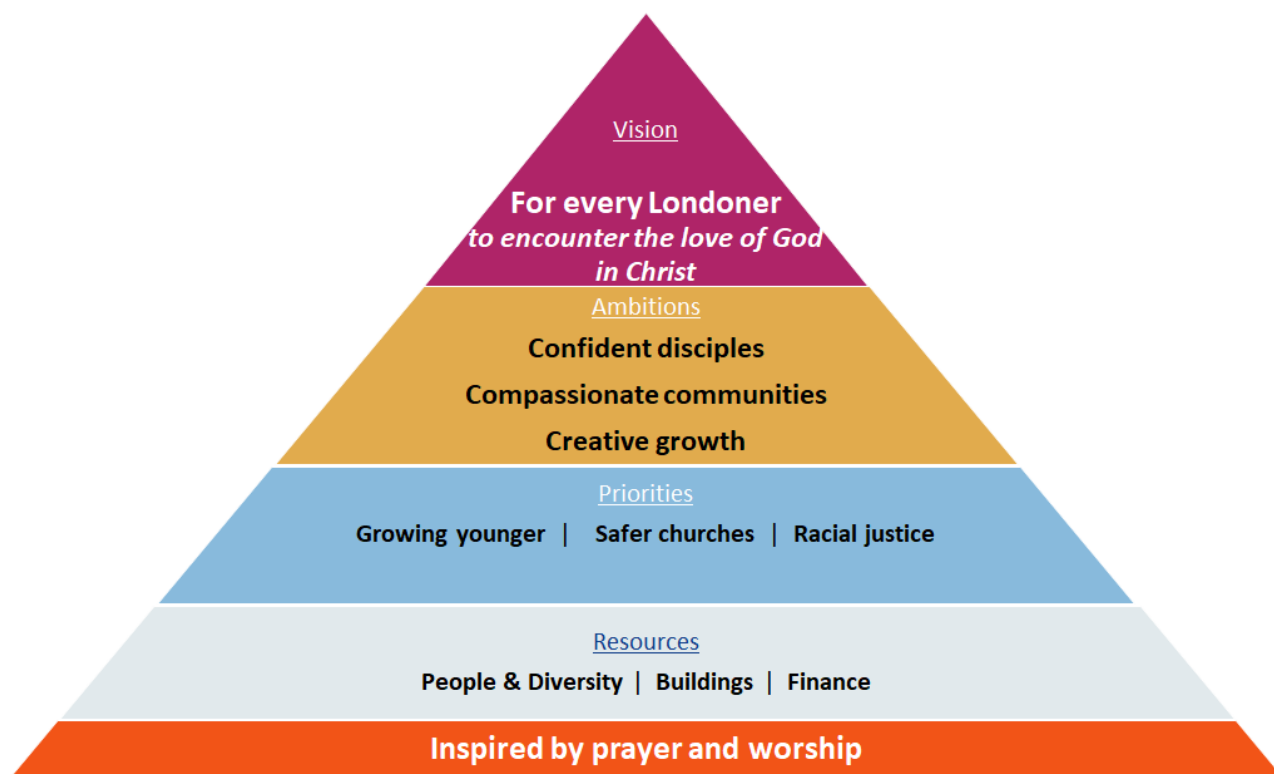
Our 403 parish churches and 29 Bishop’s Mission Orders may be relatively small in such a large and populous city, but they give us a rooted local presence in every neighbourhood. Within our diocesan structure of Areas, deaneries, parishes and church plants, our worshipping communities are as varied as London’s communities, enabling mission and pastoral care that can be attentive to the distinctive character, cultures, and needs of the city’s people. London also has a breadth of church traditions, which collectively can reach and disciple existing church communities, those coming newly to faith, or returning to the faith, and are able to resource churches beyond London.

The London Diocesan Fund exists to support and serve the churches in the Diocese of London. This is a pivotal time in terms of shaping the future safeguarding arrangements within the Church of England. Following the final report from the Independent Inquiry into Child Sexual Abuse regarding the Church of England the Church nationally is working to create new safeguarding structures that will address past failures and ensure future confidence in safeguarding arrangements and decisions. The DSAP has a key role in shaping the future and in building a culture of excellence in safeguarding within the diocese.

About the London Diocesan Fund

The London Diocesan Fund exists to support and serve the churches in the Diocese of London.

We have created our 2030 Vision and strategy for every Londoner to ‘encounter the love of God in Christ’. <https://www.london.anglican.org/our-2030-vision/>



Safeguarding in the Diocese of London

Safer Churches is not only a 2030 Vision priority; it is one of the ways the Bishop of London exercises responsibility for safeguarding in the Diocese. The Diocese of London has made substantial progress in strengthening safeguarding under the previous Bishop of London.

Over the past five years, safeguarding has become increasingly embedded across diocesan life. It is now widely treated as a core aspect of ministry and theological identity across the Diocese, resulting in a supportive and welcoming culture.

This culture has been supported by a “safeguarding first” approach from senior leadership, lessons learned from safeguarding failures and significantly increased investment in a professional Diocesan Safeguarding Team. Our key aim is to ensure a positive safeguarding culture and that all worshipping communities and church-based activities within the Diocese are safe spaces.

As a diocese, we recognise we are on a journey of improvement with further to go: resources remain stretched at every level, given the scale and pastoral complexity of the Diocese, and more must be done to improve survivor confidence.

The Diocese of London is committed to the 'whole church' approach to safeguarding adopted by the Church of England which aims to ensure a consistent approach as we work to create a

safer culture. Everyone involved in church activities across the Diocese and who may come into contact with children, young people and adults has a role to play as we take steps to maintain a safer environment for all.

Safeguarding activity is undertaken within the context of the House of Bishops' Safeguarding Policy and Practice Guidance, with professional Diocesan Safeguarding Officers and Advisors, Parish Safeguarding Officers (largely volunteers), and clergy as appropriate, liaising with statutory agencies.

The Diocesan Safeguarding Team supports the Diocese in a programme of culture change, to make the Diocese the safest that it can be for those who worship, work, volunteer or participate in activities in worshipping communities, promoting the welfare of and protecting from harm those children and vulnerable adults/adults at risk who come into contact with the Church, its volunteers, paid clergy or other staff.