
Deputy Diocesan Safeguarding Officer Information for Applicants August 2026

A Message from Bishop David

Welcome and thank you for your interest in the role of Deputy Diocesan Safeguarding Officer.

In the Diocese of Manchester, we have a strong commitment to safeguarding children and young people, vulnerable adults and those in abusive relationships. Good safeguarding lies at the heart of our Christian discipleship. It requires courageous leadership at every level, from parishes, schools and chaplaincies to our diocesan and national structures. It also demands a determination to challenge cultural obstacles to good safeguarding wherever and whenever they may appear.

We are now looking to recruit a Deputy Diocesan Safeguarding Officer to expand our capacity for providing support to those at risk and those who have concerns about that risk. We are striving to improve the efficiency and sensitivity of our safeguarding processes, and this role will be key in strengthening important links between our parishes and external agencies by growing collaboration and building relationships.

This role offers a unique opportunity to contribute to and advance safeguarding practice within our communities, and the chance to help shape effective processes and build upon our positive safeguarding culture. The Diocese of Manchester is an interesting and engaging environment for the new Deputy Diocesan Safeguarding Officer to share their knowledge and develop their skills.

It is important to us that the new Deputy Diocesan Safeguarding Officer is committed to diversity, inclusion and racial justice. We are also looking for someone who is generous in working with a breadth of traditions and spirituality in the Church of England. In particular, we welcome female candidates and candidates of global majority heritage to help ensure the diversity of our safeguarding team.

We are very much looking forward to welcoming the new Deputy Diocesan Safeguarding Officer to the diocese and supporting them in their work.

Yours in Christ,

A handwritten signature in black ink, appearing to read 'David Walker', preceded by a small cross symbol.

The Rt Revd Dr David Walker,
Bishop of Manchester



About Us

Manchester Diocese serves a vibrant, dynamic and creative community in the North West of England. It covers an area of 416 square miles and has a total population of 2.2 million. The diocese is divided into four archdeaconries, seven deaneries and 33 mission communities. There are more than 300 places of worship and chaplaincies, which are organised into 256 parishes and 175 benefices.

Geographically, the diocese takes in the two cities of Salford and Manchester and the metropolitan boroughs of Oldham, Rochdale, Bury and Bolton. Parts of the metropolitan boroughs of Wigan, Trafford, Stockport, Tameside and Blackburn with Darwen, and most of the borough of Rossendale in Lancashire, are also within the diocese. It has the fourth highest population density of any diocese in the Church of England.

While predominantly urban, a significant portion of the diocese is rural, although less than 3% of the diocese's population resides in these areas. 125 (48%) of our parishes fall within the 10% most deprived areas nationally. Additionally, 25% of the population in the diocese identifies as having a Global Majority Heritage background.

Parishes and chaplaincies across our diocese are supported by the Diocesan Board of Finance, based at St John's House in Bury town centre. This team works with churches and congregations across the diocese to achieve our strategy and our mission goals. It also provides support with clergy stipends and housing, finance, safeguarding and governance.

Across the diocese, 193 Church of England primary and secondary schools educate over 58,000 pupils. These schools are mostly funded by local authorities, with the diocese providing support with religious education and Christian ethos, governance, the recruitment of head teachers, admissions, and building projects. The team which supports these schools is also based at St John's House, as part of the Diocesan Board of Education.



Our Vision

Our vision is for Manchester Diocese to be a *worshipping, growing, transforming Christian presence at the heart of every community.*

Much of what we are doing in Manchester Diocese is already contributing to a culture of hope and an expectation of growth, working with our parishes, schools and chaplaincies. This includes many forms of inherited as well as fresh expressions of church. We serve in an area that has a rich history of culture and innovation, made up of diverse and vibrant communities, and a longstanding commitment to social justice. It is a wonderful place to engage in Gospel Ministry.

Our work together grows out of Jesus's Great Commandment which is to 'love the Lord your God with all your heart and with all your soul and with all your mind...and love your neighbour as yourself'. (Matthew 22: 36-40)...

... and out of his Great Commission, 'to go and make disciples of all nations, baptising them in the name of the Father and the Son and of the Holy Spirit' (Matthew 28:19-20).

Our strategy is based on positive, inspiring and relevant plans for the future. It is enabling us to bring together the key areas of opportunity and challenge, building on our learning and experience from the significant changes and investments that are already underway. Many of these changes have focused on new ways of working together which are becoming embedded in the life of our diocese.

Building on these successes, we are shifting to the next level in setting our priorities and working out what we want to achieve next. Given the excellent start that has been made, we now have the opportunity to be even more creative and ambitious with our plans for the future living out our values of **faith, hope and love**.

Built around four key themes – Parish Renewal, Growing Younger, Church Planting and Revitalisation, and Developing Missional Leaders – this strategy will guide our work over the coming years. We have recently been awarded significant additional funding from the national church as part of the Diocesan Investment Programme to support us with this mission and ministry.



At the heart of this support is our commitment to **Parish Renewal**, providing specialist, practical help to ensure the missional and financial sustainability of our parishes. This includes financial support for those wishing to establish New Worshipping Communities. Our aim is to ensure that every parish is equipped to thrive and serve its local community.

The funding will enable us to deepen our commitment to **Growing Younger**, nurturing children and young people on their discipleship journey. Building on the success of the Places Project in Bolton and the Man Dio Growing Faith programme across the rest of our diocese, the Encounter Project will provide additional children's and youth workers, while the Equip training initiative will support lay and ordained leaders so they grow in confidence and develop their skills in ministry with children and young people.

Alongside this, the investment will support **Church Planting and Revitalisation** through strengthened partnerships with our existing resource churches and the Antioch Network. Six new resource churches representing a range of traditions will also be established and supported in planting new churches.

We will build on the work that is already taking place to bring forward and develop the next generations of **missional ordained and lay leaders** at every stage of their vocation, including a new, diverse generation of leaders equipped to grow faith communities.

In all of this we are deeply committed to championing **racial justice** and ensuring that our clergy, lay leaders and congregations represent the rich diversity of our diocese.

We are working towards the 2030 **net zero carbon** goal set by General Synod, by supporting our churches and schools with measuring their energy use and taking simple, practical steps to reduce their carbon footprint.

We will continue to provide a safe environment for all by promoting effective **safeguarding**.

Across our diocese, people hold diverse views and express their faith through **different traditions**, united in a passion for Jesus Christ and his Church. Our bishops honour these differences by inviting church communities from across our diocese to learn together, support one another and listen to God.

These priorities align with the Church of England's overall vision which is to create a church of missionary disciples, where mixed ecology is the norm, and whose membership is becoming younger and more diverse.



Our Values

Our values are the core principles that help to guide our behaviours and actions in achieving our vision for Manchester Diocese which is to be ... 'a worshipping, growing, transforming Christian presence at the heart of every community'.

Faith

And let us run with perseverance the race marked out for us, fixing our eyes on Jesus, the pioneer and perfecter of faith. Hebrews 12, v 1-2.

- Serving something beyond ourselves – God, Jesus, our communities – believing in our purpose.
- Staying motivated, with a sense of commitment and a belief in the power of our work.
- Outward-looking to our parishes, chaplaincies and schools to serve and support them and help them thrive.

Hope

Be joyful in hope, patient in affliction, faithful in prayer. Romans 12 v 12.

- Optimistic and positive, enthusiastic and confident.
- Energetic and purposeful – working honestly and setting challenging goals.
- Attentive to our own wellbeing and the wellbeing of others.

Love

Love is perfect, love is kind, it does not envy, it does not boast, it is not proud. 1 Corinthians 13 v 4.

- Inclusive and valuing diversity, showing mutual respect and kindness, ensuring that everyone feels accepted and valued, and encouraging one another.
- Caring for God's creation, using the Earth's resources responsibly.
- Great team-working across the diocese – demonstrating empathy, trust and unity.

Role Description

Employer:	Manchester Diocesan Board of Finance (MDBF)
Salary:	£48,152 - £55,523 (Diocesan Pay-scale Band 6.1 – 6.3)
Hours of work:	Full Time – 35 Hours per week
Contract:	Permanent
Normal place of work:	St John's House, 155-163 The Rock, Bury BL9 0ND

Purpose

To support the Director of Safeguarding in providing professional leadership of safeguarding across the Diocese of Manchester. The postholder will oversee safeguarding casework, manage and develop the safeguarding team, contribute to safeguarding improvement and assurance activity, and deputise for the Director of Safeguarding as required.

The role plays a key part in ensuring the Diocese delivers effective safeguarding arrangements in line with Church of England policy, statutory guidance and best practice.

The role is expected to deputise for the Director in their absence.

Accountability & Key Relationships

The post is line managed by the Director of Safeguarding.

The postholder will provide leadership and supervision to members of the safeguarding team and work closely with:

- Clergy and parish safeguarding officers
- Bishops and senior diocesan staff
- Statutory safeguarding partners
- National Church safeguarding colleagues
- Survivors and those affected by safeguarding concerns
- Members of diocesan governance bodies

Key Responsibilities

Safeguarding Casework and Practice

- Oversee the management of safeguarding concerns and casework across the Diocese, ensuring appropriate assessment, decision-making and risk management.
- Provide professional safeguarding advice and support to clergy, parishes, diocesan staff and senior leaders.
- Maintain effective working relationships with statutory agencies and partner organisations.
- Manage complex, high-risk or high-profile safeguarding matters where required.
- Ensure safeguarding records, information sharing and case management processes are maintained to the highest professional standards.
- Promote good safeguarding practice and a culture of vigilance, learning and accountability throughout the Diocese.

Team Leadership and Management

- Lead, manage and develop safeguarding caseworkers, fostering a high-performing, supportive and reflective team culture.
- Undertake recruitment, induction, probation, appraisal and performance management in accordance with diocesan policies.
- Ensure effective allocation of safeguarding work, balancing risk, complexity and staff wellbeing.
- Provide regular supervision, coaching and professional support to team members.
- Monitor the quality of safeguarding practice through case audits, supervision and development planning.
- Promote continuous professional development, resilience and wellbeing across the team.

Safeguarding Development and Improvement

- Support delivery of the Diocese's Safeguarding Development Plan.
- Lead agreed operational improvement projects and workstreams.
- Contribute to the implementation of learning arising from safeguarding reviews, audits, complaints and case reviews.
- Support the implementation of national safeguarding policy, guidance and practice developments.

- Identify opportunities to strengthen safeguarding practice and service delivery across the Diocese.

Governance and Assurance

- Support the preparation of safeguarding reports, performance information and assurance updates for diocesan committees and governance bodies.
- Contribute to the collection, analysis and presentation of safeguarding data and management information.
- Assist in the development and review of diocesan safeguarding policies, procedures and guidance.
- Support internal and external audits, inspections and quality assurance processes.
- Monitor compliance with Church of England National Safeguarding Standards and support implementation of recommendations arising from reviews and audits.

Deputy Safeguarding Leadership

- Deputise for the Director of Safeguarding on operational matters during periods of absence.
- Support strategic safeguarding planning and service development.
- Contribute to maintaining effective safeguarding governance across the Diocese.
- Represent the Diocese at meetings, networks and partnerships as required.
- Support the Director of Safeguarding with the implementation of House of Bishops' safeguarding policy and procedures at Manchester Cathedral.

General Responsibilities

- Comply with all diocesan policies and procedures, including safeguarding, health and safety, data protection and equality, diversity and inclusion.
- Participate in training, supervision and continuous professional development.
- Support the vision, values and mission of the Diocese of Manchester.
- Undertake any other duties consistent with the level and responsibilities of the post.

Person Specification

Requirements	
Qualifications	▪ A professional qualification or equivalent (i.e. social work, safeguarding, probation, police) ▪ Relevant professional registration where applicable
Experience	▪ Wide level of experience of effectively managing a challenging caseload relating to safeguarding of both children and vulnerable adults ▪ Experience within a statutory safeguarding agency ▪ Experience of managing complex safeguarding risk ▪ Experience of supervising or managing professional staff ▪ Experience of improving safeguarding practice, culture or service delivery ▪ Experience of multi-agency safeguarding work (desirable)
Knowledge and understanding	▪ Strong knowledge of safeguarding legislation, guidance and best practice ▪ Knowledge of Church of England structures and governance (desirable) ▪ Professional understanding of confidentiality and GDPR
Skills and competencies	▪ Able to assess risk and make sound safeguarding decisions ▪ Able to build effective relationships with a wide range of stakeholders ▪ Able to lead, coach and develop staff ▪ Able to analyse information and prepare reports for senior leaders and governance bodies ▪ Excellent communication and influencing skills ▪ Proficient in Microsoft 365 applications and safeguarding case management systems

Personal Qualities	▪ Approachable, reliable and professionally empathetic in demeanour ▪ Demonstrates Integrity, sound judgement and professional credibility ▪ Resilient and able to work in a challenging environment ▪ Reflective, collaborative and demonstrates supportive leadership style ▪ Committed to diversity, inclusion and racial justice ▪ Sympathetic with the aims and values of the Church of England ▪ At ease with the diversity of the Diocese of Manchester
Work-related Circumstances	▪ Willingness to actively engage in reflective supervision every six weeks ▪ Willingness to undertake appropriate training as required ▪ Willingness to travel to meetings and various locations in the diocese ▪ Able to work flexibly including evenings and weekends

Additional Information

Summary of Terms and Conditions

Employer	Manchester Diocesan Board of Finance
Line Manager	Director of Safeguarding
Normal place of work	St John's House, 155-163 The Rock, Bury BL9 0ND
Hours	Full-time (35 hours per week)
Salary	Diocesan Pay Scale: £48,152 - £55,523 [Grade 6.1 – 6.3]
Contract	Permanent
Pension	Auto-enrolment into the Church Workers Pension Fund – Pension Builder Classic Product
Annual Leave	22 days annual leave per year, rising to 25 days after 12 months' service, in addition to Bank Holidays and three church days

Application timetable

The closing date for applications is **Monday, 7 September 2026 at 5:00pm.**

A date for interviews is to be confirmed but the venue for these will be St John's House, 155-163 The Rock, Bury BL9 0ND. Further details will be provided to shortlisted candidates.

For an informal conversation about the role, please contact:

Abbey Clephane-Wilson, Director of Safeguarding
abbeyclephane-wilson@manchester.anglican.org

Eligibility and pre-employment enquiries

The successful candidate will need to have the right to live and work in the United Kingdom.

They will also be required to undertake an enhanced check with the Disclosure and Barring Service.