



Introduction

Welcome and thank you for your interest in applying for the role of Cathedral Safeguarding Officer and Diocesan Safeguarding Practitioner within Durham Cathedral and the Diocese of Durham.

This is a new role which seeks to build on the already close partnership that exists between the Cathedral and the Diocese with respect to Safeguarding, as was evidenced in the INEQE report which was published in August 2025, and which may be read [here](#).

The report also identified the need to grow capacity across our teams, and this new appointment is designed to strengthen capacity in both the Cathedral and the Diocese, and offer the post-holder the chance to be part of supportive teams where there is already strong commitment to best practice and healthy culture.

Both the Dean and incoming Bishop of Durham are seeking to build a culture where a good use of power and accountability are at the heart of our organisational life.

We have included further information about our two organisations below and hope you enjoy reading about what we believe is an exciting and important new role.

We look forward to hearing from you.

Guy Sampson
Chief Operating Officer

James Morgan
Diocesan Secretary

About Durham Cathedral

Durham Cathedral is blessed to be a well-known and well-loved centre of Christian worship in the North-East of England and holds a foremost role in regional society and identity. Durham Cathedral holds over 1,300 services a year and welcomes around 400,000 visitors to enjoy all that this place offers. Durham Cathedral is an active and an energetic place, and our people expect to achieve high professional standards in all areas of the Cathedral's life.

We are stewards not only of our outstanding church buildings, but of world-class historic collections of manuscripts, and works of art. We are active partners with Durham University, and with Durham Cathedral Schools Foundation, where our choristers are educated. We have approximately 115 members of staff, a choir of up to 60 members (including 6 Lay Clerks, 6 Choral Scholars and up to 48 child choristers), and a team of over 470 volunteers.

Above all, Durham Cathedral exists as a place for the glory of God, for whose praise it was constructed over 900 years ago. It is this sense that has led to the creation of our Vision 2033 which is detailed more below.

Governance is held within the Cathedral's trustee body the Chapter, a body of eleven people (a majority of which are non-exec roles), which is chaired by the Dean, the Very Revd Dr Philip Plyming. A member of the Chapter, Revd Canon Jane Maycock, is the Chapter Safeguarding Lead, responsible to Chapter for governance-level oversight of our safeguarding operations.



Governance-level accountability for safeguarding is facilitated by the Strategic Safeguarding Committee, which has an independent Chair and which reports directly into Chapter.

Overall executive leadership is shared between the Dean (functioning as CEO) and the COO, who work with the Executive Leadership Team, which comprises the residentiary canons, who are executive members of Chapter, and all heads of department, and meets monthly.

As Cathedral Safeguarding Officer the post-holder will work with staff colleagues and volunteers across the whole organisation and will enjoy the diverse nature of our shared life together.

Our Values

Our values help guide us in recognising how we fulfil our vocation. They reflect the qualities we believe are essential to our life and work as a 21st century Cathedral. We use them to highlight the necessity of working in ways motivated by wisdom, responsibility and ethics.

In all things, we are inspired, motivated and challenged by the Christian faith and the values of the Gospel.

- Spirituality - We recognise and respond to God's presence in our world and among us, practising a reflective approach to what we do.
- Respect - We recognise the image of God in all human beings, honour their dignity and treat them with courtesy.
- Justice - We deal fairly in our personal and collective behaviours, work to the highest ethical standards, and are honest in our speech and behaviour. We think, speak and act with integrity, are professional in our conduct, and are publicly accountable for our actions.
- Collaboration - We are a community founded on trust that prizes team working and builds partnerships that contribute to the common good.
- Sustainability - We are business-like in our corporate life and prudent in our stewardship of resources. We pursue the sustainability of our operations and environment.
- Welcome - We are welcoming and hospitable to all. We show Christian love and care to our guests and those who need our help.
- Aspiration - We are an outward-facing cathedral that reaches for the future with energy and courage, and reaches out to our communities in the hope of personal and social transformation.

Vision 2033

The mission of Durham Cathedral, as freshly articulated in 2023, is as follows:

Inspired by our saints, Cuthbert and Bede, the mission of Durham Cathedral is to offer everyone the opportunity to encounter God and know God's love in Jesus Christ



As we look forward to 2033, the 900th anniversary of the completion of the present Norman building, we have committed to following a vision marked by four priorities: Encountering God: Pilgrimage, Prayer and Proclamation.

Specifically, our prayer is that by 2033 Durham Cathedral will be known both locally and internationally as a:

- welcoming and engaging place for people to encounter God
- leading destination and resource for life-transforming pilgrimage for people of all stages of life and faith
- leading centre for the learning and practice of prayer
- leading focus for world engaging discussion, witness and proclamation in the name of Christ

Underpinning this vision are three key enabling priorities: Empowering our People; Caring for our Fabric and Collections and Growing our Resources. These priorities include communicating both internally and externally to connect people with Durham Cathedral's story, the Christian faith which underpins it and our ongoing vision.

In June 2025 we launched Vision 2033 among a wide range of stakeholders, with clear goals for the period 2025-2027. You can find our more information here:

<https://www.durhamcathedral.co.uk/more/about-us/vision-2033>

Safeguarding at Durham Cathedral

At Durham Cathedral the welfare of everyone we welcome, including children, young people and vulnerable adults, is a priority and safeguarding is at the heart of everything we do. The aim is to ensure a safe environment for everyone who wishes to worship, visit or contribute to any of the cathedral's activities. We are encouraged that a recent staff survey identified safeguarding as an area of strength, and we are committed to further improvement in this area.

In addition to the INEQE audit, further information about safeguarding at Durham Cathedral, including relevant policies can be found [here](#).

The new Cathedral Safeguarding Officer will be a key person to lead on strengthening a strong safeguarding culture across the organisation, which will be achieved through careful case management, maintaining a visible and reassuring presence within the Cathedral community and proactively supporting departments and managers to uphold safeguarding standards.



About the Diocese of Durham

Durham Diocese is an area of varied geography, stretching from the Tyne to the Tees and from the Dales to the Sea. Our mission together as the Church of England in the Diocese of Durham is to *'Bless our communities in Jesus' name for the transformation of us all'*.

The Diocese has a profound Christian heritage. The church's history here spans more than a millennium, and this is reflected in our traditions and our attitude: continuing to faithfully serve Jesus today, as we have done for many centuries, asking what it means to proclaim the good news afresh in our generation.

Durham Diocese has several significant population centres including Sunderland, Gateshead, Durham, Darlington, Hartlepool and Stockton. The Diocese is home to both rural and post-industrial communities, the majority of the latter being former mining towns. Many of our smaller post-industrial towns and villages tend to be close-knit.

A significant number of our communities face real issues of deprivation – in all its guises. Over half of the parishes in the Diocese serve communities within the lowest 20% of the index of multiple deprivation (IMD) nationally; a third are in the lowest 10%. The impact of this is experienced across all facets of family and community life. Health inequalities, mortality rates, child poverty, unemployment and the adequacy of housing are all very real and stark challenges for our communities. The NE Child Poverty Commission's February 2024 report "No Time to Wait" is a sombre account of the experiences facing our region's children.

In spite of these challenges, or perhaps because of them, we have incredibly strong communities in the Diocese, with people going above and beyond to serve their neighbours as they would wish to be served.

Our Priorities

Our mission together as the Church of England in the Diocese of Durham is to **'Bless our communities in Jesus' name for the transformation of us all'**.

Our Diocesan Priorities are:

- [Energising Growth](#)
- [Engaging Children, Youth and Young Adults](#)
- [Challenging Poverty](#)
- [Caring for God's Creation](#)

Transformation

There is a huge need for transformation in every community of our Diocese, and sadly, many of our churches have experienced a steep decline in congregation numbers over the past decade. From



2014 to 2019 adult attendance fell by 18.9% and child attendance by 29.6%, and then Covid caused an even greater impact. Average attendance in 2023 was around 70% of the 2019 level. This reflects an even steeper decline than that experienced nationally within the Church of England.

Our Transformation vision is a vision for **fruitfulness**, as Jesus calls us to in John 15:

'I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit... I chose you and appointed you so that you might go and bear fruit – fruit that will last.'

We recognise and affirm the breadth of fruitfulness that will be expressed throughout our diocese, across tradition and churchmanship, building on our missional heritage. We believe there is an opportunity for all parishes to engage with and take up this vision for transformation and become fruitful in their context. Our vision does not represent a fixed model or single route to see our churches grow and flourish, but we believe it will create an environment where the ground can be prepared, new missional ideas can be planted, and green shoots of growth are nurtured to become fruitful – each one unique to local vision and local context, and impacting every local community as churches grow and share the love they are receiving from God.

There are four strands to our Transformation vision:

Growing Mission aims to prepare the ground for growth, through supporting our parishes and deaneries to develop their vision and plans and identifying strategic opportunities for new missional ideas. This strand includes our Vacancy Audit Programme and Interim Change Ministry

Growing Leadership aims to create an eco-system that will enable growth, through all individuals being supported to explore their vocation and step into leadership roles, both lay and ordained. This strand includes discernment, formation and ongoing development for all leaders, lay and ordained, including clergy wellbeing and pastoral supervision.

Growing Churches aims to support each church to bear fruit in their context, through establishing cultures of discipleship and evangelism that will enable a healthy growing church to flourish. This strand includes establishing new worshipping communities and supporting parish revitalisations.

Growing Younger aims to enable churches to bear fruit in every generation, through supporting us to reach children, youth and young adults and give them opportunities to explore faith and grow as disciples. This strand includes establishing Youth Mission Hubs and Missional Chaplaincy in secondary schools and FE colleges.

Durham Diocese has been awarded funding from the Church Commissioners to resource the Transformation vision and this is available to support the development of new missional initiatives that aim to reach people not yet engaged with our churches. Where there is missional energy and a desire for growth, we hope to support and resource parishes to develop their local vision and become more fruitful.



Safeguarding within the Diocese of Durham

The Diocese of Durham takes the safeguarding of children, young people and adults very seriously. Safeguarding is the action the Church takes to promote a safer culture.

This means we will promote the welfare of children, young people and adults. We work to prevent abuse from occurring, seek to protect those that are at risk of being abused and respond well to those that have been abused.

We will take care to identify where a person may present a risk to others and offer support to them whilst taking steps to mitigate such risks. Further information about safeguarding can be found [here](#).

The new Diocesan Safeguarding Practitioner will be a key person to contribute to fostering and embedding a strong safeguarding culture across both organisations. They will work closely with the Diocesan Safeguarding Officer as their line manager, providing professional safeguarding advice and guidance, ensuring compliance with safeguarding legislation and Codes of Practice.