

A photograph of St Edmundsbury Cathedral, a large Gothic-style stone building with multiple spires and tall windows. The cathedral is surrounded by lush green trees and a manicured garden with a low hedge in the foreground. The sky is blue with scattered white clouds. A dark purple triangular graphic element is on the left side of the image, and a yellow horizontal bar is across the middle.

Application pack

Non-Executive Safeguarding Chapter Member

St Edmundsbury
Cathedral





Welcome

Thank you for thinking of applying for the role of Non-Executive Safeguarding Chapter Member at St Edmundsbury Cathedral. We hope, after reading this application pack, you will decide to send us your application. We foster an environment of inclusivity and welcome here and we encourage you to apply whichever Christian denomination you belong to.

St Edmundsbury Cathedral is situated in the historic market town of Bury St Edmunds, and serves the diocese of St Edmundsbury and Ipswich. It is at the heart of community life, a natural gathering place for worship, reflection, refuge, celebration, mourning, pilgrimage, debate, questioning and storytelling.

The successful candidate will be joining us at a time of unique challenge and opportunity. As we diversify what the Cathedral means to the local community and visitors, we are building a team here who are thinking outside of the traditional trappings of a place of worship. We want to be a place for fun, for challenge, for excitement and above all else, inclusivity and welcome.

All the usual requirements that you would expect for such a post are set out in the job description which follows. If you think you might be the person to join the team, we would be delighted to receive your application.

Dean Joe.

The Very Reverend Joe Hawes
Dean of St Edmundsbury



Who are we?

St Edmundsbury Cathedral is Suffolk's Cathedral, situated in the heart of Bury St Edmunds, open and available to everyone. As a physical place it is the cathedra, the seat of the Bishop, a centre for worship and mission, and is a symbol of the aspirations of the wider diocese. As a spiritual place it is a focus for pilgrimage and pastoral care. As a place of heritage, located on the historic Abbey of St Edmund site, it is a window into key moments from the past thousand years. As a cultural place it is a venue for learning and exploration, for artistic and musical imagination. As a convening place it gathers communities in debate, questioning and discussion. St Edmundsbury Cathedral is all of these things: a gathering place for the communities of our diocese and county, and for pilgrims and visitors from farther afield.

The Cathedral has an annual turnover of approximately £2 million, which is spent each year on operating costs, and on maintaining the Cathedral building and properties. The Cathedral has approximately 60 employees, of which 16 work in the shop and café under the trading business St Edmundsbury Cathedral Enterprises Limited.

More than 250 Volunteers tend the garden, welcome visitors and assist in our learning and community programmes.

Inclusive Church

We are an Inclusive Church and warmly welcome applications irrespective of gender or sexual orientation. We also encourage applications from Black, Asian, Minority Ethnic, and Global Majority Heritage candidates, who are currently under-represented on the Cathedral team.

Safeguarding

All staff and volunteers are expected to demonstrate a commitment to safeguarding the welfare of all children and adults who may be vulnerable, who are involved with and/or visit the Cathedral. This will include adherence to policies and procedures, following good practice in relation to their own behaviour and conduct and undertaking any safeguarding duties commensurate with their specific role.



Values

Our values inform how we do things at the Cathedral.

We hold our Benedictine principles close—principles such as love, care, hospitality, and community—and are presenting these values in a way that relates to and can easily be understood in the 21st century. They are about how we work with each other, how we talk about the Cathedral, how we reach out to the whole of Suffolk and beyond, and how we transform ourselves as we grow together.



They are Faith, Welcome, Compassion and Confidence.

- Faith in God, Father, Son and Holy Spirit and God's unconditional love for all people. This is our Christian conviction, and it is what defines and shapes us;
- Welcome to friends and to strangers; to people of all faiths or none; to those with whom we agree and disagree - building a culture of openness and collaboration and generosity across the county;
- Compassion working alongside people in need, expressing love, tolerance and respect through our actions;
- Confidence to challenge wrongs; to be honest about who we are and what we stand for; to be daring in what we do, how we do it and who we do it with.





Role Description

St Edmundsbury Cathedral became a registered charity on 1 May 2023 and is looking to appoint additional independent non-executive members to join Chapter which is the Board of Trustees. Chapter is accountable for the governance, strategic direction and management of the Cathedral, and has ultimate responsibility for the care, maintenance and development of the Cathedral estate, all aspects of Cathedral activity, and for securing its long-term viability and financial sustainability.

The objects of the Chapter are:

- (a) to advance the Christian religion in accordance with the faith and practice of the Church of England, in particular by furthering the mission of the Church of England;
- (b) to care for and conserve the fabric and structure of the Cathedral Church building;
- (c) to advance any other charitable purposes which are ancillary to the furtherance of the purpose referred to in sub-paragraph (a) or (b).

Membership

The Chapter consists of the Dean, the Residentiary Canons and other lay members holding appointed or elected positions. The constitution allows for between 8 – 12 members of Chapter. Currently, membership comprises the Dean and the Residentiary Canons (4 clergy) who serve as executive members. One member serves as the senior non-executive member who is a lay person appointed by the Bishop. Two of the other non-executive members are directly elected from the congregation. We are now seeking to appoint a non-executive safeguarding member.

We would particularly welcome applications from individuals with substantial experience in safeguarding. This individual will provide strategic oversight and assurance in safeguarding practice, ensuring that the Cathedral continues to uphold the highest standards of safety, care, and compliance for children, young people, and vulnerable adults, in line with national and diocesan requirements.

Term of Office

Non-Executive Chapter members are generally appointed for a term of three years, and subject to the approval of Chapter and with the agreement of the non-executive member may serve a further three year term, which is the maximum permitted term of office. The role is voluntary and unremunerated. Expenses are paid in respect of some travelling costs, in accordance with the Cathedral's policies. The appointment is subject to satisfactory references.

Time Commitment and Meetings

Chapter usually meets six times each year. Meetings are held in the Chapter Room within Abbey House beside the Cathedral and the business agenda rarely exceeds two hours. A light lunch or Evensong follows each meeting of Chapter, allowing time for members to socialise. Attendance at some sub-committee meetings as appropriate.



Key Responsibilities

Non-executive members of Chapter ensure that the focus of the Cathedral is the promotion of the Christian faith, maintaining an effective balance between that and its important financial and commercial obligations and ventures.

Members offer strategic advice and oversight on all aspects of the work of the Cathedral, including ensuring compliance with all regulations and statutory obligations and adherence to the highest standards of good governance. They also offer constructive challenge to the executive team, offering expertise and experience to help with evidence-based decision-making.

Chapter members advise and support the Dean, Residentiary Canons, and Chief Operating Officer on issues that are within their areas of particular expertise. This Chapter Trustee will also sit on the Safeguarding Committee, which meets four times a year.

Chapter members are invited to bring innovative thinking, together with new ideas and insights, to help secure the long-term future of the Cathedral and the delivery of its strategy through the Masterplan 2030. Particular emphasis will be placed on members promoting the life and work of the Cathedral at the heart of the Bury St Edmunds community, across the county of Suffolk and the wider eastern region.

Chapter members are welcomed as leading members of the Cathedral community and as such are expected to take part in meetings and events. Visible participation in the worship at the heart of the Cathedral's mission is an important expression of the non-executive membership of Chapter. Lay members robe and have individual stalls in the Quire of the Cathedral. We would hope for attendance at the Sunday Eucharist once a month; and at occasional Evensongs, Greater Festivals and civic occasions as personal circumstances permit.

Person

Specification



Successful candidates must possess the following competencies and personal attributes:

- be a communicant member of the Church of England, or of a Church which is not in communion with but subscribes to the doctrine of the Holy Trinity.
- have an empathy with and be a compelling advocate for the Vision of the Cathedral through the Masterplan 2030; to be able to inform, lead and direct the strategy of the Cathedral
- be competent and able to exercise the highest standards of good governance in a complex Christian organisation
- have the ability to gain the trust, respect, and support of fellow members of Chapter, and the wider Cathedral community
- have the capacity to work collaboratively with all members of Chapter to translate the Masterplans aims into tangible outcomes
- be able to show empathy in dealing with others and to engage diplomatically and with authority in dialogue and debate on critical issues
- be able to voice concerns appropriately, in a frank but professional manner and to deal with conflict constructively
- have the capacity to communicate clearly with other members of Chapter, the Senior Leadership Team and employees on technical, financial and business matters in accordance with the non-executive member's particular skills
- possess the ability to communicate with confidence and to provide effective strategic guidance
- have strong intellectual and analytical skills with a broad-based and long-term view of strategic and organisational goals
- be able to grasp the bigger picture and avoid immersion in minute detail
- possess the highest levels of trust and integrity
- demonstrate an understanding of and commitment to safeguarding and the promotion of a safe culture within the Cathedral community.

Specific Competencies

In addition to the matters set out above we are looking to recruit a non-executive member with specific skills, expertise or experience in Safeguarding.

Applicants should bring substantial and demonstrable experience in safeguarding policy, practice, or oversight, ideally within a church, education, health, social care, or charitable context. They will provide independent assurance, constructive challenge, and strategic advice to ensure that safeguarding remains at the heart of the Cathedral's governance and mission.

For a confidential conversation about the role, and your potential suitability, please contact Sarah-Jane Powell on 01284 748728 or email sarah-janepowell@stedscathedral.org.

