

Skills Matrix for Safeguarding Structures Programme Board

Skill, competency or experience	All members must have	At least one member must have	More than one member must have	At least half of members must have
Commitment to delivering mandate from General Synod	x			
Knowledge and experience of safeguarding policy or practice	x			
Senior leadership experience of safeguarding within social work, health services, local government or other setting where safeguarding services are delivered or referred to		x		
Personal experience of abuse perpetrated in a faith setting (accompanying support is offered to Board members who have this experience)			x	
Understanding of safeguarding in the context of the Church of England				x
Experience of leadership in context of commissioning and procurement			x	
Experience of major (public or charity sector) reorganisation or change management, including transfer of staff via appropriate processes			x	
Experience of working at a leadership level within an audit, ombudsman or regulatory type body or similar.		x		

Experience and understanding of the functions, structures and powers of regulatory and scrutiny type bodies.		x		
Experience in law, particularly in areas relevant to the Church's operations and governance		x		
Experience of people/culture leadership, particularly in contexts where people are likely to become directly affected by processes to transfer staff		x		
Experience of working on controversial and/or sensitive issues	x			
Sensitivity to the trauma that victims and survivors of abuse within the Church of England have experienced	x			
Experience of designing, developing and implementing new functions and organisations.			x	
Christian faith				x
Ability to think innovatively and creatively about complex problems	x			
Strong experience of operating within complex risk frameworks				x
Experience of engaging with a diverse range of groups and individuals to solve complex problems	x			
Experience of developing policy and/or legal frameworks	x			
Knowledge of monitoring and evaluation frameworks				x

Ability to interpret data and empirical research inputs in order to make major decisions	x			
Previous experience of serving on boards or committees	x			