

# Nominations Committee Independent Member Candidate Pack 2023





---

# Introduction from the Bishop of Salisbury

Thank you for your interest in joining our newly formed Nominations Committee for the Diocese of Salisbury. We are a diverse and geographically widely spread community of Christians, stretching from just south of the M4 corridor to the Purbecks of Dorset and the Channel Islands. We serve more than a million people through our 432 church communities and more than 40,000 children are taught in our church schools.

You will be joining at a really exciting and transformational period for the Diocese as we share our new vision and plan for the next decade. [Making Jesus Known](#) sets a course to ensure we use our gifts and our resources courageously, living out our calling as Christians in the communities in which we live and work. The vision sets bold outcomes for standing up for justice, for creating agile structures which allow ministry teams to flourish, for placing children and young people at the heart of all we do, as well as setting the path for a sustainable financial future. It is a vision supported by the national Church of England.

We recognise that we are living in challenging times and that many in our communities are suffering from the epidemic of loneliness, exacerbated by a cost-of-living crisis which is isolating people further. The need for the Gospel message of hope to reach more deeply into our communities is urgent.

To do this, we need to truly represent the people we serve. Our Nominations Committee will help us do this: finding people with the gifts, calling, and lived experience to help us achieve our vision. If you are interested in helping us, please get in touch. You will be joining an energised group of trustees, supported by outstanding staff. Thank you.

The Rt Revd Bishop Stephen Lake, Bishop of Salisbury



# About the Diocese of Salisbury

## *From the North Wessex Downs to the Jurassic Coast*

The Diocese of Salisbury (a geographical area under the pastoral care of a bishop) is a Christian community of churches, schools and chaplaincies serving one million people, stretching over 2000 square miles, from North Wiltshire to the Jurassic Coast and Channel Islands of Jersey and Guernsey.

We're one of the most geographically diverse Anglican dioceses, covering a wide range of landscapes, from the rural villages to the diversity of Poole and North Bournemouth.

For more than 900 years we have been a regional presence of the Church of England, with a history of serving our communities. Today, as always, we are committed to encouraging people to explore their faith in Jesus Christ and discover how God's love can transform lives. We hope that you will join us in this important conversation.

Make Jesus Known sets out five clear priorities for us all to work to establish over the next decade –

- Developing courageous Christian leaders
- Working together for justice
- Developing creative partnerships in local mission
- Championing climate justice
- Ensuring we have a sustainable financial basis for mission

At the heart of the priorities is a commitment to revitalise churches for mission.

## Our Vision

Our Vision is: To Make Jesus Christ known in every place so that all might flourish and grow, seeking His Kingdom, here and now.

This was affirmed by diocesan synod in June 2023.

Our mission is to be a bold and purposeful church for every person in our diocese, engaging new communities as well as familiar friends, courageous in challenging injustice and taking action to care for God's creation.







"The uniqueness of a diocese shapes its ministry and mission, presenting both challenge and opportunity. We share in this work together to reveal God's Kingdom to all those we meet and serve" - Rt Revd Bishop Stephen

---

# Our Commitment to Equity, Diversity & Inclusion

Diversity recognises that everyone is different in a variety of visible and non-visible ways, and that those differences are to be recognised, respected, valued, promoted and celebrated.

The diocese is seeking to ensure it is open to all and serves all communities who live within the diocese. In serving all, we want to ensure that the voices of a greater diversity of people are heard in our structures and governance. We are seeking to build a greater diversity in our workforce, both employees and post holders. We know that we need to make active steps towards this because the inherited culture and identity of the institution has marginalised some communities. The culture needs to change.

In our diocesan vision and strategy 'Making Jesus Known' we are seeking to engage with and welcome, listen to and work with people and communities who have been marginalised by the church, including a range of commitments on social justice. We have taken stock of our own governance participation through an EDI survey. We are clear that we need people with a greater diversity of lived experience within our structures of decision making. We have created a Nominations Committee to enable much more rigour in governance appointments, including with the perspective of greater diversity in all of its dimensions.

We welcome applications from anyone regardless of disability, ethnicity, heritage, gender, sexuality, socio-economic background or other difference.

We will make reasonable adjustments during the application process. If there is anything else you are concerned about or think we could provide, please let us know.





---

# About the Role

The Nominations Committee is a non-statutory body and acts in an advisory capacity, making recommendations to the Bishop's Council as part of the member appointment, induction, training and monitoring processes of Bishop's Council itself and Applicable Bodies. Critically it helps to ensure that governing bodies reflect communities across the Diocese of Salisbury.

Nominations Committee members have an important role in ensuring good governance. This includes using best efforts to ensure that the people appointed to roles have the right skills to fulfil their responsibilities and are committed to helping the Diocese achieve its purpose, vision and strategy.

The appointee will gain valuable insight into the workings of a complex organisation, have the opportunity to make useful additions to their networks, get experience of recruiting to important positions and play a key role in the promotion of diversity in the Diocese's appointments. Encouraging those with the relevant lived experiences from historically underrepresented communities to join our governing bodies, will enable decision making to be more informed, supportive and impactful as we serve communities across Wiltshire and Dorset.

## Key Responsibilities

- Discuss, agree and recommend nominations for all non-elected members of Diocesan Synod, the Bishop's Council and the Applicable Bodies.
- Collectively ensure that all selection processes adhere to governing policies and procedures, are documented, formal, rigorous, transparent, open, honest and fair.
- Consider succession planning for the memberships of the relevant bodies.
- Consider and make suggestions as applicable regarding the induction and development support required Bishop's Council and Applicable Bodies.
- Receive assurance on compliance with governing policies, relevant legislation and regulations.

## Our Governance

The governance of the Church of England is a somewhat arcane mix of national and church laws and regulations, evolving decisions of various special bodies (synods), central and regionally determined processes and procedures, historic powers and customs, and charity governance. Within England, the Church is formed of semi-autonomous regional bodies called Dioceses. More explanation of this is available upon request.

The Nominations Committee is a body which reports to the Bishop's Council. Bishop's Council members are the trustees and directors of the charitable company (the Salisbury Diocesan Board of Finance) which oversees Salisbury Diocese.

Currently we have over 20 different committees and groups that support the Bishop's Council in their duties. Some fulfil statutory roles whilst others are advisory.



---

# Person Specification

We are particularly interested to hear from candidates with experience of senior recruitment and making good appointments. This experience might be drawn from a HR or recruitment role, a senior leadership role or previous experience serving on a nominations committee, to name a few.

We welcome applicants that ideally worship regularly and are in empathy with the aims and ethos of the Church of England.

## Knowledge and Experience

- Relevant experience of matching candidates to significant roles.
- Knowledge of principles and processes in equity, diversity and inclusion (EDI).
- Understanding or experience of the challenges of working with volunteers serving in governance roles.
- Experience of working confidentially and sensitively.
- Experience of working to support and benefit communities.

## Competencies and Behaviours

- Strategic discernment and decision-making.
- Excellent interpersonal and communication skills, capable of relating well to diverse stakeholder groups.
- Good, independent judgement and willing and confident to challenge established models/ideas.
- A willingness to work effectively as a member of a committee.
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Excited and motivated by the opportunity to join our nominations committee.





"We are truly blessed here with our rural/urban mix, with coast and countryside, with Islands and 'thin' places. In being blessed, it is how we respond that makes the difference." - Rt Revd Bishop Stephen



---

# Additional Information

## Time Commitment

The committee meets at least 3 times per year. Alongside other ad-hoc responsibilities we anticipate the time commitment to be at least 0.5 days a month.

## Conflict of Interest

All candidates will be asked to declare any conflicts of interest. This will be examined to see if an actual conflict exists.

## How to Apply

The recruitment process is being undertaken by Inclusive Boards on behalf of The Diocese of Salisbury. If you wish to apply for this position, please supply the following by **23.30 on 08/10/2023**.

- A detailed CV setting out your career history, with responsibilities and achievements.
- A covering letter (maximum 2 sides) highlighting your suitability for the role and how you meet the person specification. Please note that the covering letter is an important part of your application and will be assessed as part of your full application.
- Details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you.
- Referees will not be contacted without your prior consent.

## Terms of Appointment

This post is for an initial term of up to three years, which may be extended for one further term of three years. Appointment is subject to the approval of the Bishop's Council.

## Remuneration

The position is unpaid, although the Diocese reimburses travel costs and other direct expenses incurred.

If you have further questions after reading this pack, we'd love to hear from you please email **[dos@inclusiveboards.co.uk](mailto:dos@inclusiveboards.co.uk)** or call **0207 267 8369**.

Please visit **[www.inclusiveboards.co.uk/opportunities](http://www.inclusiveboards.co.uk/opportunities)** to apply online or send your CV and cover letter to **[dos@inclusiveboards.co.uk](mailto:dos@inclusiveboards.co.uk)**.



# INCLUSIVE BOARDS

## About Us

*Inclusive Boards* is the UK's leading board diversity practice. We have worked alongside over 300 organisations to provide support with Board recruitment, development and governance reviews. We strive to be at the forefront of equity and diversity, and believe that everyone should be represented at Board level. Additionally, we also provide bespoke training sessions on a variety of subjects including personal branding, inclusive recruitment practices and board structures and governance as well as delivering leadership development programmes for underrepresented leaders across a range of sectors.

## Contact us today

Improve diversity on your Board, please don't hesitate to contact us via [hello@inclusiveboards.co.uk](mailto:hello@inclusiveboards.co.uk).

To join a Board, sign up to become a candidate via our website and be notified of the latest opportunities as and when they become available.



[www.inclusiveboards.co.uk](http://www.inclusiveboards.co.uk)



[@InclusiveBoards](https://twitter.com/InclusiveBoards)



<https://linkedin.com/company/inclusive-boards>

