

Handling safeguarding issues raised during the nomination process for the 98th Archbishop of York

Source of potential safeguarding concerns

1. Safeguarding concerns could be raised through a number of different sources during the nomination process for the next Archbishop of York. These include:
 - The CCSL from the individual's current Archbishop
 - A reference provided by an individual nominated by the candidate
 - The individual's own papers, including their confidential declaration
 - Information held by the National Safeguarding Team (NST)
 - The DBS check
 - Information from a third-party

Key principles

2. The job specification and candidate briefing pack will make candidates aware that consideration of their safeguarding competence forms part of the discernment process.
3. Information which indicates that a candidate is a safeguarding risk will be investigated and handled in the same way as any other safeguarding allegation.
4. The candidate's current Archbishop has responsibility for managing any safeguarding concerns about an individual, and for providing assurances that an individual is safe.
5. In the event of safeguarding concerns about a candidate, the Archbishops' Secretary for Appointments will liaise with the individual's Archbishop and the NST for advice and direction on how to proceed.
6. Should an individual withdraw or be withdrawn from an appointment process because of a pending investigation, such withdrawal will be seen as a neutral act in the same way that suspension would be.

Due diligence

7. References will ask for comment on the candidate's approach to safeguarding, and the CCSL form will be sought from the individual's current Archbishop to ascertain if there is any relevant information held on the blue file.
8. The names of all candidates shortlisted for consideration to be the next Archbishop of York will be shared with the NST who will provide a report highlighting any known safeguarding concerns for each of the shortlisted candidates to the Chair of the Crown Nominations Commission (through the Archbishops' Secretary for Appointments).
9. The process set out below will be followed to investigate any concerns raised.