



WELLS
CATHEDRAL

INFORMATION PACK

Member of Fabric Advisory Committee

JANUARY 2026

Contents

About Us	4
Job Description	6
Person Specification.....	8
Appendix	9
Main Terms and Conditions	10
How to Apply	12
Safeguarding	14



About Us

The City of Wells

Situated on the edge of the Mendip Hills in the County of Somerset, Wells is one of England's most beautiful and compact cities, built around the beautiful Cathedral of St Andrew. Its picturesque surroundings include a charming market square and high street, The Bishop's Palace & Gardens, and the magnificent Vicars' Close, Europe's oldest continuously inhabited street.

The Cathedral

Wells Cathedral is one of England's most beautiful and significant cathedrals, inspiring pilgrims and visitors for nearly 850 years. It serves as both the seat of the Bishop of Bath and Wells and the Mother Church of the Diocese, playing a vital role in Somerset's cultural identity. For many, the Cathedral embodies the area's spiritual and cultural heritage, standing as a symbol of local pride and a place that connects today's community with centuries of history and Christian tradition. Renowned for its beautifully maintained Gothic architecture, its world-class music, and warm hospitality, Wells Cathedral welcomes some 300,000 visitors each year, alongside 150,000 or so who attend services, concerts, and events.

Underpinning the life, worship, and ministry of the Cathedral is a diverse organisation which oversees a diverse tapestry of activity. The Cathedral is also a regular host to a number of external organisations who provide concerts, events, and private and public gatherings, furthering our links with the community. Following the implementation of the Cathedrals Measure 2021, Wells Cathedral is now registered as a charity and is therefore regulated by both the Charity Commission and the Church Commissioners. Members of the Chapter—the Cathedral's governing body—serve as the charity's trustees.

This is an exciting time to join our team as we deliver the Vicar's Close Project — a major initiative to restore this internationally significant and unique medieval site. Integral to the history and renowned choral tradition of Wells Cathedral since 1348, Vicar's Close will be safeguarded for future generations while offering an ambitious new visitor experience and programme of events that celebrate its extraordinary heritage.

Further details of the Cathedral's life may be found on the Cathedral's website:
www.wellscathedral.org.uk



Job Description

Job title:	Fabric Advisory Committee Member
Reporting to:	Committee Chair
Salary:	Voluntary
Term:	Initial five-year term
Location:	Wells Cathedral, Cathedral Green, Wells, Somerset BA5 2UE

Purpose of the role:

The Fabric Advisory Committee (FAC) is central to caring for the physical and cultural heritage of Wells Cathedral. A master plan is in development to inform a strategic and prioritised approach to the Cathedral's wide range of conservation and restoration needs. The Committee's input and expert guidance into this — and on all matters relating to the Cathedral's fabric — will ensure both historical integrity and future needs are met. It is a crucial role, advising Chapter on complex decisions, and balancing preservation successfully with innovation, as the Cathedral is a living thriving space for worship, music, education, and communities, as well as an internationally significant heritage visitor attraction.

As a member of the Fabric Advisory Committee, appointees will, as appropriate, provide determination on applications to the Committee and advise the Cathedral Chapter (the governing body of the Cathedral) in line with the statutory responsibility of the Committee under the Care of Cathedrals Measure, remaining true to the values of the cathedral and its role as a living place of worship.



Main duties and responsibilities:

- To offer expert strategic and operational advice via the Committee to Chapter, based on professional experience, practice and standing, supporting the Cathedral's masterplanning process and stewardship of the building.
- To offer pragmatic support and guidance to lay staff as they find sustainable solutions to complex fabric and collections related issues.
- To enable Chapter's retained advisors, the Cathedral Architect and Cathedral Archaeologist, to find solutions as they develop methodologies and conduct research studies.
- To play an active role as a member of the Committee by reviewing papers, attending arranged meetings and site visits.
- To work within the Care of Cathedrals Measure in providing determination on applications made to the FAC, balancing heritage significance with public benefits and the missional role of the Cathedral.

Person Specification

Demonstrable and relevant skills and experience:

- Professional experience in architecture, archaeology, historic buildings, museums and collections, or another relevant field.
- Substantial experience of taking an advisory role in a complex organisation.
- Knowledge and experience of working in a heritage, listed building, arts, visitor attraction or cathedral environment, or in another specialism relevant to the life of the Cathedral.
- Ability to think laterally and creatively to find solutions to problems while able to maintain focus on the big picture.
- Good communication and influencing skills.

Relationships and communication:

- Willing to follow the Cathedral's Code of Conduct and to participate in safeguarding training.
- Able to reflect the ethos set out in the Nolan Principles within our charitable context (see APPENDIX 1).
- Supportive of the Cathedral's Christian vision, mission and ministry, and values.

Appendix

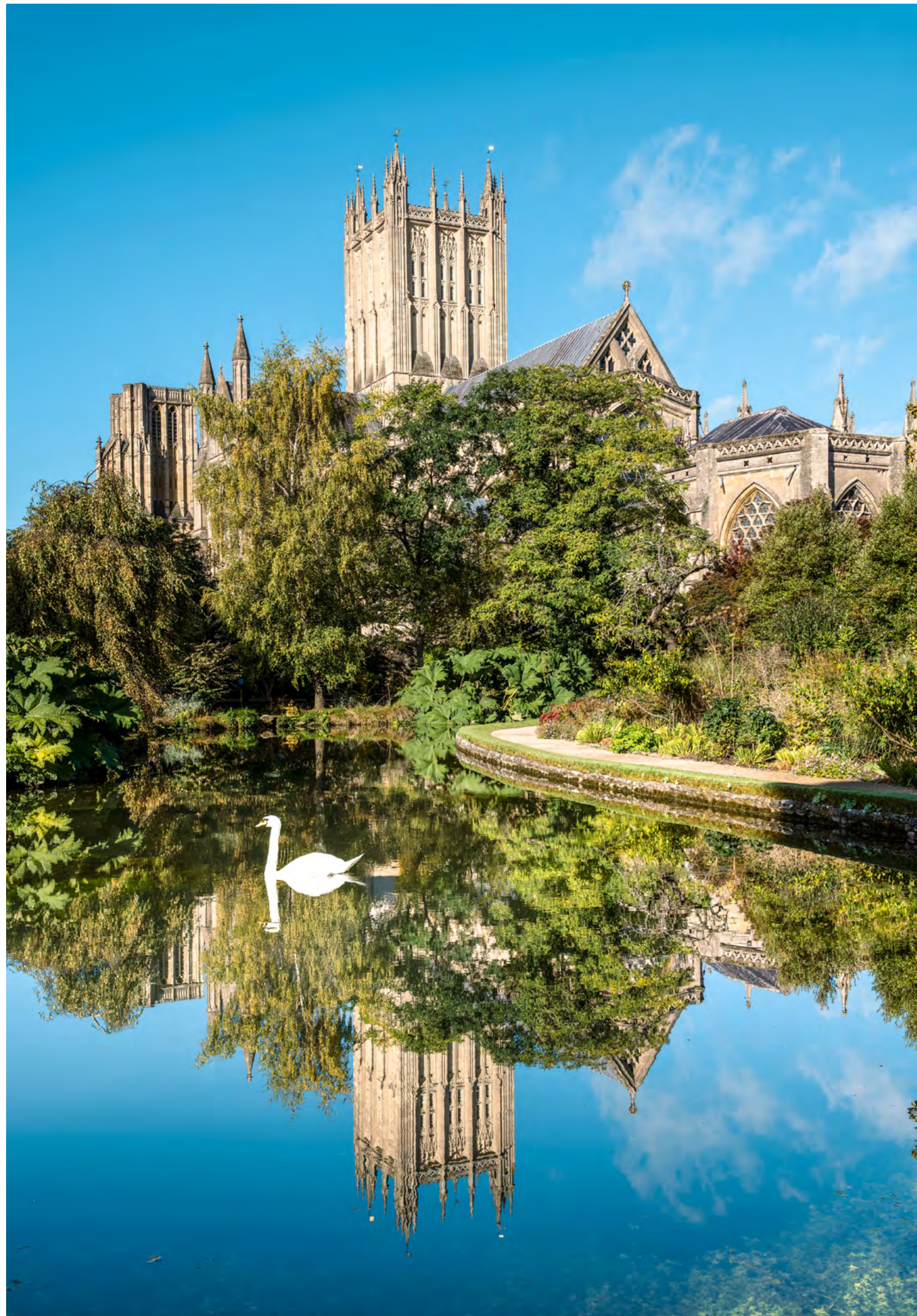
Appendix 1: The Nolan Principles of Public Life

Introduced in 1995 by the UK government, Committee on Standards in Public Life, these important values are enshrined in codes of conduct in the public sector and increasingly in the corporate world. The Nolan Principles apply equally to Chapter and Committee members.

- **Selflessness:** Holders of public office should act solely in terms of the public interest.
- **Integrity:** Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.
- **Objectivity:** Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.
- **Accountability:** Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
- **Openness:** Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.
- **Honesty:** Holders of public office should be truthful.
- **Leadership:** Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

Main Terms and Conditions

Location:	Wells Cathedral, Wells. BA5 2UE
Time commitment:	<p>The Fabric Advisory Committee typically meets in person at the Cathedral offices three times per year for 4 to 5 hours, including a site visit, lunch and formal meeting. There may occasionally be ad hoc meetings or visits to discuss special business. Virtual attendance can be arranged on occasion following agreement by the Chair.</p> <p>Papers are usually sent five working days in advance and Committee members are expected to have read the papers prior to the meeting.</p>
Term of office:	Members of the Fabric Advisory Committee are appointed for an initial term of five years and are eligible for re-appointment.
Expenses:	All reasonable working expenses will be met in line with Cathedral policy.
Training:	All Committee members are required to complete the Church of England Basic online safeguarding training course as part of their induction, and thereafter every three years.
Diversity:	It is not essential for applicants to be members of the Church of England and the Cathedral is particularly interested in receiving applications from groups under-represented in Committee roles. If you have the skills we are looking for and empathy with the Cathedral's mission — please contact us!



How to Apply

Applications:

Closing date: **Sunday 11 January 2026, midnight**

To apply, please send your CV, a letter of application, and an [Equal Opportunities Monitoring Form](#) by email to rachel.summerhayes@wellscathedral.org.uk or by post to Mrs Rachel Summerhayes, Governance Officer, Wells Cathedral Offices, 1st & 2nd Floor, 16 Market Place, Wells, Somerset, BA5 2RB.

Further information:

We hope you find this pack provides all the information you need in order to consider your application for this post.

If you have any questions, or would like an informal conversation, please contact Caroline Boddington, Chair of the Nominations Committee, at caroline.boddington@wellscathedral.org.uk or Rachel Summerhayes, Governance Officer, at rachel.summerhayes@wellscathedral.org.uk.

Selection Process:

Shortlisting date: **Wednesday 14 January 2026**

Interview date: **Monday 19 January 2026**



Safeguarding

We are committed to the safeguarding and protection of all children, young people, and adults, and the care and nurture of children within church communities. We will carefully select, train, and support all those with any responsibility within the Church, in line with Safer Recruitment principles.

This means that we will:

- Ensure that our recruitment and selection processes are inclusive, fair, consistent, and transparent;
- Take all reasonable steps to prevent those who might harm children or adults from taking up positions of respect, responsibility, or authority where they are trusted by others; and
- Adhere to safer recruitment legislation, guidance, and standards.




Further information can be found in our Safeguarding Policy available on the Cathedral website at www.wellscathedral.org.uk

The successful candidate will be required to complete a Confidential Declaration Form as part of our recruitment process when an offer of employment is made. This form is strictly confidential and, except under compulsion of law, will be seen only by those involved in the recruitment/appointment process. All forms will be kept securely in compliance with the UK General Data Protection Regulation and the Data Protection Act 2018.





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