**Cricket Wales Deputy Designated Safeguarding Lead**

**Part time**

*8 hours per week with occasional additional hours as agreed for example when covering in the absence of the Designated Safeguarding Lead and attending residential activities.*

**Salary Competitive**

Safeguarding is a fundamental and integral aspect of both the role of Cricket Wales and the England & Wales Cricket Board (ECB), and that of our affiliated members.

Collectively we all have a part to play to ensure the game is a safe, positive and enjoyable experience for everyone, but especially for the children, young people and Adults at Risk who participate in cricket.

Our united approach to safeguarding across the game is underpinned by policies, procedures, regulations, and standards, and supports a sustained drive toward a child-centred culture.

We are committed to creating environments across the whole game which encourage and enable children, especially, to be asked for their views, opinions and concerns – and for these views, and any concerns, to be heard and acted upon.

A commitment to safeguarding across our game in Wales has been long-established and remains one of our key strategic priorities, working with the ECB and other key partners.

Reporting to the Designated Safeguarding Lead and, in their absence, to the CEO, this role will ensure our commitment is continued and managed, both operationally and strategically across Wales, and will have an overall responsibility for ensuring ECB County Partnership Agreement (CPA) standard compliance, with an objective to retain our achieved Safeguarding standards with ECB, and the highest (Level 3) Child Protection in Sport Unit Safeguarding standards accreditation.

**Key Roles and Responsibilities:** *Note this is in support of the Designated Safeguarding Lead and provides detail of the type of duties you will be involved.*

* To support the Designated Safeguarding Lead (DSL) and with developing safeguarding standards and embedding a culture of good practice throughout clubs and other affiliated bodies.
* Support clubs to achieve all relevant Safeguarding standards, in conjunction with Area Club Support staff.
* To support the existing network of Club & League Safeguarding Officers, ensuring compliance standards are achieved and maintained, and proactive safeguarding actions are being considered and implemented.
* To support the DSL to ensure compliance across CW network with training requirements, especially among Club Safeguarding Officers, in conjunction with League Safeguarding Officers & Area Club Support team in relation to booking venues for training courses.
* To support with the monitoring and evaluation of all Policies, Procedures and Practices pertaining to Safeguarding.
* To build relationships with key staff and volunteers to ensure CW meets its safeguarding responsibilities and standards set by the Board and ECB.
* To ensure the referral pathway for sharing, reporting and recording concerns, is followed in line with ECB policy and guidance; and supporting Club / League volunteers know how to access them.
* In the absence of the Designated Safeguarding Lead, act as first point of call for all safeguarding matters, incidents, concerns and reports across the network and supporting investigations when required, acting as a link between CW and the ECB Safeguarding Team.
* To support any safeguarding concerns being managed within the organisation, ensuring concerns are investigated swiftly and thoroughly in conjunction with ECB’s Safeguarding team and statutory agencies – and with demonstrable outcomes. [The ECB Safeguarding team will retain oversight of the investigation when referred].
* To support department heads, staff & volunteers in clubs to understand their safeguarding responsibilities, and to create a positive, child-centred environment.
* To provide or facilitate Operational support, on an ad hoc basis to specific events or festivals aimed at young people, organised by Cricket Wales.
* To support in providing learning outcomes and training for Club Safeguarding Officers on safeguarding and best practice; (online or in person) through the year for updates and to take questions from Club Safeguarding Officers.
* To promote a culture where the ‘Voice of the Child’ is sought and able to influence operations and policy.
* To aid with the upskilling of League Safeguarding Officers, where appropriate or where there is particular desire from individuals to develop themselves.
* To support with the maintenance of the content of Safeguarding pages on the Cricket Wales website, including training course dates.
* Support the wider work of ECB, NSPCC and CPSU and amplify their campaigns and initiatives, and attending relevant Lead Officer meetings and fora.
* To support with compliance with safer recruitment practices, and carry out new staff /Director inductions, including as the Primary ‘Safeguarding Recruiter,’ and ID verifier, using ECB systems.
* To provide and / or facilitate safeguarding training for, staff, and wider workforce, as required.
* To support clubs and CW staff, including Regional Pathway casual coaches, in ensuring people in required roles have ECB DBS checks, and all requirements around overseas players/coaches are fulfilled.
* To work with and inspire Safeguarding Officers in clubs and leagues to continue to play a critical role in embedding a culture of safeguarding across the game and to maintain high quality safeguarding arrangements across the network.
* Resolution of DBS queries where required.
* To document and refer low level concerns as appropriate.

**Key Relationships:**

ECB Safeguarding Team

CW Area Teams – especially club-facing roles

CW Senior Management Team

CW CEO

Statutory Agencies, including, but not limited to the Police, Local Designated Officer and Social Services.

NSPCC and CPSU

CW League Safeguarding Officers

CW Regional Pathway Welfare Officers

Other Wales NGBs’ (National Governing Bodies) Safeguarding Officers

Other County Cricket Board Safeguarding Officers

Leagues and Other Competition Providers

Affiliated Clubs and Bodies

Ann Craft Trust (in relation to Adult Safeguarding)

Glamorgan Cricket

Sport Wales / Welsh Government

Welsh Sports Association

Person Specification

**Essential skills**

* Professional experience within a safeguarding role with experience of case management.
* Understanding of local arrangements for managing safeguarding children and reporting procedures.
* Passion for and commitment to safeguarding.
* Experience of working to high levels of confidentiality, including the storage of confidential documents CW devices – phone and laptop (and ipad if required) will be provided.
* Ability to professionally and sensitively challenge poor practice, and effect change.
* Presentation, communication and training skills.
* Self-sufficient and reliable but able to ask for support as required.
* Drive for continuous improvement in self, as well as processes and procedures.
* Commitment to Equity, Diversity & Inclusion
* Ability to prioritise workload and sound judgement in relation to delegation, as may be required.
* Administration and systems (records) management skills.
* Ability to work with conflict and emotionally distressing matters.

**Desirable skills**

* Understanding of Adults at Risk law and procedures.
* Experience of building and fostering relationships with key stakeholders.
* Experience of Multi-Agency working.
* Detailed understanding of key legislation, including, but not limited to the Social Services and Wellbeing (Wales) Act 2014, The Wales Safeguarding Procedures, Children Act (1989 and 2004), Equality Act 2010, Rehabilitation of Offenders Act, Sexual Offences Act 2003
* Experience and competence in investigation and case management
* Experience of attending Professional Strategy Meetings (Part 5 WSP)
* Experience of volunteering or working in sport, or a similar activity.
* An understanding of and appreciation for the complex workings of a National Governing Body/Home Nation Governing Body or County Cricket Board and the implications of devolution on Safeguarding law.
* Experience of working and/or consulting with children and young people.
* Welsh Language proficiency.

**Other Details and Criteria**

It is expected that this role will require approximately 8 hours commitment per week, depending on case management volume / complexity, or seasonal training requirements. The post-holder must be willing to travel and work evenings and /or weekends as the role requires.

An Enhanced ECB DBS check with Children’s Barred List check is required for this role and must be maintained.

**To Apply**

Please submit your CV, cover letter and salary details and expectations to: Sandie.Keane@cricketwales.org.uk

Closing date is midnight 5th January 2024