**Cricket Wales Safeguarding Lead (Part-Time: 2.5 days pw on average)**

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 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 both our “Leading Organisation” status with ECB, and the highest (Level 3) Child Protection in Sport Unit Safeguarding standards accreditation.

**Key Roles and Responsibilities:**

* To be the lead person with responsibility for setting the standard on safeguarding and embedding a culture of good practice throughout clubs and other affiliated bodies.
* To be the lead person in supporting clubs to achieve all relevant Safeguarding standards, in conjunction with Area Club Support staff.
* To lead and 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 ensure compliance 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 be responsible for reporting on all Safeguarding matters and data – internally to the Areas and Senior Executive, CEO, as well as the Board – and highlight any specific areas of risk.
* To be responsible for 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 there is a clear referral pathway for sharing, reporting and recording concerns, in line with ECB policy and guidance; and ensuring Club / League volunteers know how to access them.
* 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 provide learning outcomes and training for Club Safeguarding Officers on safeguarding and best practice; Host Safeguarding clinics (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 be responsible for 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 provide a report to the Board Lead for Safeguarding for all Board meetings.
* To ensure compliance with safer recruitment practices, and carry out new staff /Director inductions, including as the Primary ‘Safeguarding Recruiter,’ and ID verifier, using ECB systems.
* In conjunction with line- or deploying managers, and through the staff HR Portal, monitor all mandatory qualifications for staff, and any workforce hired or used by CW, whether paid or unpaid; Inform the individuals and their line manager when they need to update their training or compliance documentation.
* To provide and / or facilitate safeguarding training for Board Directors, 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, and content management, where appropriate.
* 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 Board

CW CEO

Statutory Agencies, including, but not limited to the Police, His Majesties Probation and Prison Service (HMPPS) and Social Care

NSPCCU 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 of Safeguarding gained through relevant undertaking and management of investigations and casework e.g., Police, Social work, Education, including an understanding of current relevant legislation, best practice and national framework for safeguarding and promoting the welfare of children.
* Understanding of the ECB’s/Cricket’s role and responsibilities to safeguard the welfare of children and young people and Adults at Risk, including ECB safeguarding children policy documents.
* Understanding of local arrangements for managing safeguarding children and reporting procedures.
* Passion for and commitment to safeguarding.
* Experience of building and fostering relationships with key stakeholders.
* 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 develop and produce national level guidance and resources where required.
* Ability to work with conflict and emotionally distressing matters.

**Desirable skills**

* Understanding of Adults at Risk law and procedures.
* 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 cricket, other sports, 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 2.5 days’ 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.**

Cricket Wales’ preference is this role to be fulfilled on a permanent contractual basis, but is open to negotiating a consultancy arrangement for the right candidate.

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](mailto:Sandie.Keane@cricketwales.org.uk)

Closing date is midnight on Sunday 2nd October 2022