



Position Title: Safeguarding Lead

Responsible to: Head of Cricket Operations

Location: Gloucestershire County Cricket Club, Seat Unique Stadium, Bristol

Term: Permanent, Part Time (1 day a week)

Role Commencement: ASAP

Salary: £30,000 per annum (Pro Rata)

Role Purpose

To ensure the safety, well-being, and protection of all individuals involved in activities at Gloucestershire County Cricket Club by implementing and enforcing robust safeguarding policies and practices. The role will involve educating staff, players, and volunteers on safeguarding responsibilities, responding promptly to any concerns or incidents, and creating a secure and supportive environment for all participants in club activities.

Key responsibilities

Individual Responsibilities:

- Manages proactive safeguarding across the business acting as their first point of contact in safeguarding matters.
- Ensure staff, volunteers, players and parents are aware of reporting processes for safeguarding concerns.
- Managing all administrative processes as required and updating relevant databases.
- Facilitate annual safeguarding training for Board Members, staff and relevant workforce, as well as deliver safeguarding inductions to new starters.
- Drive compliance with safer recruitment practices throughout the organisation and cascade safer recruitment messaging and practices.
- Ensure the County Partnership Agreement (CPA) minimum standards are complied with but strives for “leading organisation” status.
- Establishes and maintains a good working relationship with their County Safeguarding Advisor (CSA) from the Cricket Regulator Safeguarding Team.
- Provides a detailed report to their Board Safeguarding Lead (BSL) ahead of Board meeting to promote discussion.
- Attends various inductions with Cricket Regulator Safeguarding team on commencement of role, attends regional meetings and / or any other training opportunities.
- Shares ideas to encourage an all-inclusive, safe and welcoming culture, and listening environment within the club.
- Completes referral forms in a timely and effective manner with appropriate detail to ensure a prompt and factual process going forward.
- Understands and works to the ECB threshold guidance.

Talent Pathway:

- Manages safeguarding within the Talent Pathway including administering Youth Engagement plans and Individual Safeguarding Plans for U18's in senior squads.
- Ensuring all relevant staff have up to date DBS and Coaching Qualifications, to initiate new DBS checks as and when required.
- Establish a strong relationship with the Head of Talent Pathways and casual pathway staff to ensure adherence to all safeguarding policies and procedures.
- To be provide operational safeguarding within for the County Age Groups, Academy and EPP, as well as the men's and women's senior set up (where applicable).
- Analyse and integrate feedback from young players involved within the pathway squads.

People and Culture/Operations:

- Ensures roles within regulated activity are ECB DBS & barred list checked.
- Has complete oversight of a Training Matrix so training for staff can be monitored and checked appropriately.
- Contributes to Event Safety Plans and act as ESO where required.
- Maintain oversight of the risk assessment process for the organisation in partnership with the Head of Operations.

Person Specification

- A strong understanding of safeguarding and child protection issues, particularly in sports settings.
- Proven experience working in a safeguarding or child protection role, ideally within a sports or community setting.
- Knowledge of relevant legislation and guidelines regarding safeguarding (e.g., Working Together to Safeguard Children, Safeguarding Vulnerable Groups Act).
- Understanding of the procedures for dealing with allegations, disclosures, and safeguarding concerns.
- Experience in implementing safeguarding policies and procedures in a sports or recreational environment.
- Awareness of the importance of safeguarding in promoting a safe, respectful, and inclusive environment in cricket.
- Experience of both building relationships with various stakeholders (internal and external) and working to high levels of confidentiality.
- Good communication, interpersonal and organisational skills, to prioritise competing workloads and priorities effectively.
- Ability to challenge poor practice and effect change within a cricketing environment.
- An enhanced DBS check with Children's Barred List check is required for this role.

Application Process:

To apply, please send your CV and a cover letter detailing your experience and suitability for the role to TalentPathway@glosccc.co.uk by January 15th. Interviews will take place the week of the 27th January.

This Job Description should not be regarded as exclusive or exhaustive. It is intended as an outline of areas of major activity and will be amended in the light of changing circumstances at GCCC.

The role holder will need to have a flexible and adaptable approach to working hours, including the ability to attend evening or weekend events when required. This role would be able to be split across the working week to suit the needs of the individual and the club is committed to the wellbeing of its employees and will ensure that the role holder has required working breaks.