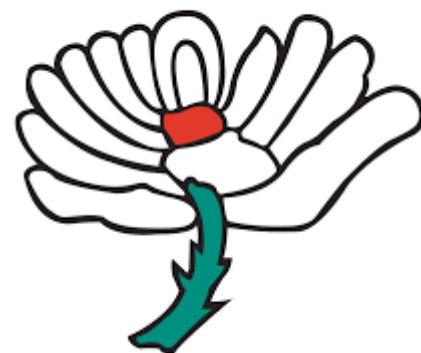


JOB DESCRIPTION

Yorkshire County Cricket Club



Job Title:	County Safeguarding Officer
Department	YCCC - EDI, People and Culture
Reporting Line:	Head of Safeguarding
Salary Band:	3 Manager / Specialist
Location	Headingley Cricket Ground
Employment Type	Permanent - Full Time

Department Overview

Yorkshire Cricket acknowledges its duty of care to safeguard and promote the welfare of children and adults at risk. We are committed to ensuring safeguarding practice reflects statutory responsibilities and government guidance which complies with best practice and supports the England and Wales Cricket Board (ECB) requirements as documented in the game's 'Safe Hands' Safeguarding Policy and Safeguarding Adults Policy Statement (ECB Website, 2023).

Safeguarding is a critical programme within the People and Culture team. The People and Culture team take a people first approach to providing advice, support and knowledge for all staff across Yorkshire Cricket to develop a positive, cohesive and safe culture allowing everyone to perform to their full potential.

Job Purpose

Lead on the successful implementation of Yorkshire Cricket's safeguarding strategy across allocated areas of responsibility (including case management), to position Yorkshire Cricket as the industry leader in safeguarding and develop an effective safeguarding culture across Yorkshire Cricket, covering both the professional and recreational game.

Key Responsibilities

Area	Responsibilities
Case Management	<ul style="list-style-type: none">- Act as point of contact for all safeguarding cases across allocated areas of responsibility- Manage all stages of safeguarding cases or concerns using Yorkshire Cricket's safeguarding system

	<ul style="list-style-type: none"> - Undertake investigations into safeguarding concerns in accordance with relevant policies and procedures - Liaise with external agencies as part of case management including LADOs, Police and ECB - Support Club Safeguarding Officers with case management and offer advice where needed
Stakeholder Engagement	<ul style="list-style-type: none"> - Advocate the implementation of Yorkshire Cricket safeguarding strategy - Liaise with ECB, other regulatory bodies and local authorities on reactive and proactive safeguarding matters - Proactively engage with employees, players, participants and customers with areas of responsibility to ensure policies and procedures are understood and followed - Proactively analyse and identify gaps in knowledge, process or training
Operations	<ul style="list-style-type: none"> - Support the development, implementation and delivery of safeguarding training as required - Support the People and Culture team in the implementation of Safer Recruitment practices - Act as Event Safety Officer for match/event days as required - Support other County Safeguarding Officers as required
Equality, Diversity and Inclusion	<ul style="list-style-type: none"> - Demonstrate, at all times, a commitment to equality, diversity and inclusion behaviours, decision-making and working practices - Advocate the values of safety, dignity, fairness, equality and respect - Contribute to the implementation of the YCCC EDI Plan

Please note: This is not an exhaustive list and the role may be required to undertake additional roles and responsibilities as identified from time to time in order to meet the ongoing requirements of the company.

Key Relationships / Stakeholders

Yorkshire Cricket Safeguarding Team
 ECB Safeguarding Team
 Club Safeguarding Officers
 Local Authority Designated Officers
 Children's and Adult's Social Services
 County Safeguarding Officers at other First Class Counties

The post-holder must be willing to travel and work evenings and weekends as the role requires.

Job Specification

Essential Criteria	M/C
2+ years demonstrated experience of safeguarding gained through relevant undertaking and management of casework e.g., Police, probation work, social work, education, and other sporting bodies	<input checked="" type="checkbox"/>
Strong understanding of the different forms of behaviour that can occur within and outside of sport that are harmful to children	<input type="checkbox"/>
An understanding of the relevant legislation and government guidance relating to safeguarding	<input type="checkbox"/>

Experience and understanding of local safeguarding pathways and frameworks for managing safeguarding children, and vulnerable young adults and reporting procedures	<input type="checkbox"/>
Experience of multi-agency working	<input type="checkbox"/>
Experience of working with a volunteer workforce	<input type="checkbox"/>
Demonstrable experience and/or commitment to delivering the values of YCCC's EDI Plan	<input type="checkbox"/>
Desirable Criteria	
Understanding of ECB guidance relating to safeguarding including knowledge of ECB Safe Hands Policy	
Safeguarding Children Qualifications	
Experience in the delivery of training to different audiences	
Experience and knowledge of safeguarding in the context of professional athletes and positions of trust	
Experience and knowledge of safeguarding adults at risk	
Experience and knowledge of safeguarding in an event environment	

Core Competencies

Time management	<input type="checkbox"/>	Ability to influence and negotiate	<input type="checkbox"/>
Attention to detail	<input checked="" type="checkbox"/>	Analytical skills	<input type="checkbox"/>
Confidentiality and discretion	<input checked="" type="checkbox"/>	Leadership skills	<input type="checkbox"/>
Interpersonal and communication skills	<input checked="" type="checkbox"/>	Initiative and proactive	<input checked="" type="checkbox"/>
Teamwork	<input type="checkbox"/>	Creativity and innovation	<input type="checkbox"/>
Flexibility and adaptability	<input type="checkbox"/>	Accountability	<input type="checkbox"/>
Able to work autonomously	<input checked="" type="checkbox"/>	Written communication	<input type="checkbox"/>

Essential Certificates and Checks

Drivers License	<input checked="" type="checkbox"/>	Disclosure Barring Service Check	<input checked="" type="checkbox"/>
First Aid Qualification	<input type="checkbox"/>	ECB Coaching Qualification	<input type="checkbox"/>
Safeguarding Children Qualification	<input checked="" type="checkbox"/>	Enhanced DBS Check with Children's Barred List	<input checked="" type="checkbox"/>