DURHAM CRICKET

EMPLOYMENT PACK

SAFEGUARDING OFFICER

INTRODUCTION AND OVERVIEW OF DURHAM CRICKET

Durham County Cricket Club (DCCC) was established as an amateur Minor County in May 1882 and went onto become cricket's most successful Minor County and the first to beat a First-Class County when defeating Yorkshire in 1973. Durham was awarded first class professional status in December 1991 – the only new First-Class County in over 70 years – and played in the professional structure from 1992.

Since 2007 DCCC has had significant success winning the County Championship three times and being runners up once, and also won the Fifty Over Competition twice in Lord's finals and appeared twice in T20 Finals Day.

Since becoming a first-class county, DCCC has established English cricket's most successful academy, regularly producing international stars for England, including Steve Harmison, Paul Collingwood, Mark Wood and Ben Stokes.

Durham CCC created the first new English Test Match stadium in over 100 years securing a long-term stadium naming rights sponsorship with Emirates Airways that ended in 2021. The venue has a 14,000 permanent seating capacity and the Club has staged international cricket every year since 1999, including the successful Ashes Test held in 2013 and three games in the ICC Cricket World Cup in 2019. The Club has been awarded a further package of international matches to 2024.

A successful rebrand in 2018 created a new Durham Cricket identity. Durham Cricket is now the umbrella organisation encompassing all elements of cricket provision in the county covering the professional and recreational game and all activities impacting on the wider community of the county and beyond. Four separate organisations sit under the Durham Cricket umbrella and these are briefly described below.

Durham Cricket Community Interest Company (CIC) – Durham Cricket CIC operates the professional cricket side of the business.

Durham Cricket Board - the Durham Cricket Board is the recreational body in Durham responsible for all non-first class cricket related activities in the County. Primarily responsible for driving the growth in participation and ensuring the cricket clubs in the county are organised in a way to provide safe, welcoming environments to allow people to enjoy a lifelong involvement in cricket.

Durham Cricket Events – Durham Cricket Events runs the meetings and events, hospitality and catering operations at the Riverside.

Durham Cricket Foundation – the Foundation is the charitable arm of Durham Cricket and delivers initiatives aimed at providing opportunities and improving the lives of the local community.

VISION, PURPOSE AND VALUES OF DURHAM CRICKET

BUSINESS DIRECTION, VISION AND VALUES

Durham Cricket has an essential role as the strategic delivery arm of the ECB in north east England. Durham Cricket also has the opportunity to mark out a very distinctive position in the world of cricket through the development and communication of an inspiring common purpose and strong individual identity (the Durham Cricket brand).

Our vision aligns the organisation from Changing Room to Boardroom, bringing together cricketing and commercial goals and resonates with our community (customers).

An effective Durham Cricket brand demands focus, ambition and a consistent approach to everything we do. There is an expectation that all our people will follow the vision, live and breathe the values and adhere to a set of consistent of behaviours. These are all set out below.

VISION

The vision of Durham Cricket has two key elements. Firstly, there is an internal vision which is designed to guide how the staff go about delivering on the organisation's values and objectives. Secondly there is an external vision which shows how Durham Cricket are going to deliver on its cricketing objectives and assist the ECB in meeting their strategies.

Internal Vision:
Durham Cricket will be recognised for having a winning culture both on and off the field achieved by highly engaged people who enjoy working together with pride and passion.

External Vision:

2	£2 million invested into recreational and community programmes
0	No debt
2	Winning two trophies
4	Producing four new England players

PURPOSE

UNLEASHING POTENTIAL THROUGH CRICKET IN THE NORTH

VALUES

PROUDLY NORTHERN
We stand for something. We are family. Genuine, welcoming with a resilient spirit and a sense of fun.

PASSIONATE ABOUT DURHAM
We care about our club, our business and our brand. The passion and emotion unites us and drives us forward to create opportunities for the north on a national and global stage.

PURSUING EXCELLENCE
We strive to be the best we can be. Continuously improving and pushing ourselves to set higher standards.

UNIQUELY CRICKET
Cricket is at our heart and heritage. It makes us unique and its principles guide everything we do.

BEHAVIOURS

The following are a series of behaviours that we expect all of our people to adhere to:

- We are ambitious in the goals we set
- We actively seek and encourage feedback in pursuit of excellence
- We focus on continuous improvement
- We are accountable for our actions
- We catch people doing things right
- We are adaptable and flexible
- We are equitable and inclusive in the way we operate
- We care for our staff and look out for them at all times
- We stay true to our vision

SAFEGUARDING OFFICER

Durham Cricket is seeking to appoint a Safeguarding Officer on a full-time permanent contract. The successful candidate will play a key role in safeguarding across the whole of Durham County.

JOB ROLE

Job Title: Safeguarding Officer

Responsible to: Durham Cricket Chief Operating Officer and Director of Development

Liaison with: ECB, local clubs and other external partners.

Contract: Full-time, permanent contract

Salary: £26000 based on 35 hours per week

Introduction:

The England and Wales Cricket Board (ECB), cricket's governing body, is committed to ensuring that all children who participate in Cricket are made welcome and have a safe and positive experience. The safeguarding and support of children in Cricket, whether they are playing, watching or taking part in any other cricket related activity, is of paramount importance.

Durham Cricket wishes to enhance their safeguarding operation through the appointment of a Safeguarding Officer who will influence and direct all aspects of safeguarding across cricket in the county. The Safeguarding Officer will provide an important link between the ECB Safeguarding Team and cricket provision in the county, acting as a source of advice and support on Child Safeguarding matters and supporting the education and training in this area.

Overall Job Aims:

- To ensure all young people and parents / carers feel safe and well looked after across all areas of Durham Cricket's activities.
- To take responsibility for influencing and directing approaches to safeguarding and welfare across different areas of the organisation.
- To champion the importance of good safeguarding and enhance understanding through provision of information and training where required.

Key areas of work:

The following are the key areas of work that the Safeguarding Officer will need to influence and direct the operations of.

1. Young people attending cricket activities at / with Durham

Durham Cricket operates a series of cricket related activities throughout the year, including:

- Coaching courses, camps and training sessions for Girls and Boys from under 9s to under 19s.
- Operating boys and girls cricket teams from u11 to u19.
- Travelling with boys and girls teams away for overnight stays including attendance at festivals and sometimes overseas

2. Coaches visiting organisations to run cricket / cricket related sessions

Durham Cricket employs a number of coaches who will run cricket sessions within local clubs, schools and other organisations to introduce, enthuse and develop young people.

3. Young people attending the Riverside ground to experience / support

Durham Cricket operates a series of professional cricket matches at the Riverside which will be attended by crowds. The make up of crowds increasingly includes more young people, with their families, and it is vital that their experience of the venue is safe and welcoming.

4. Young people attending clubs in Durham under our leadership

Durham Cricket has an overarching responsibility for the safeguarding and welfare of the clubs and junior sections in Durham.

Key relationships

The Safeguarding Officer will have to foster a number of key working relationships to be effective in the role, these will include:

Durham Cricket staff, County Child Welfare Officer, Club Welfare Officers, Durham Cricket Academy staff, local Cricket Leagues, Coaches Association, Association of Cricket Officials, ECB Safeguarding Team, Local Services including Police, Children's Services ('Social Services').

Job Duties

1. To help safeguard young people by assisting in the promotion and implementation of the ECB Safe Hands Policy – Cricket's Policy for Safeguarding Children' and the related 'Complaints and Disciplinary Procedure' at a County level, including county teams and junior team managers.

2. To develop effective safeguarding procedures for Durham Cricket.

3. To act as the local point of contact in Cricket for Child Safeguarding matters in respect of the statutory agencies and, where necessary, to liaise with these agencies.

4. To act as the ECB's local point of contact for Child Safeguarding matters, supporting Durham Cricket, the County Welfare Officer, Club Welfare Officers, clubs and others to understand and enact their safeguarding responsibilities

5. To support the education and training of others in Cricket at a County and Club level in respect of Child Safeguarding – including attendance at all 'Safe Hands' courses where possible.

6. To provide Child Safeguarding advice and support to Club Welfare Officers.

7. To refer serious or complex safeguarding concerns to the ECB Child Protection team.

8. To participate in relevant meetings with Children's Services and others and to assist statutory agencies to fulfill their duties of investigation and associated decision-making.

9. To support clubs and the Durham Cricket in ensuring people in required roles have ECB DBS checks. To act as a 'Safeguarding Recruiter' (initiating ECB DBS checks) and ID verifier using the ECB Online system.

10. Work with others in Durham Cricket to create a culture of listening to children and ensure there are processes in place to consider young people's views as part of the decision making processes.

11. To identify and log any patterns of concerning behaviour and look to work with the ECB safeguarding team to proactively address these.

PERSON SPECIFICATION

Core Knowledge required for the role:

- Understanding of Child Safeguarding.
- Understanding of the relevant legislation and Government guidance.
- Understanding of the roles and responsibilities of the statutory agencies within Child Safeguarding (Children's Services, Police, LADOs) and the procedures for reporting safeguarding concerns to those agencies.
- Awareness of how statutory agencies investigate concerns and understanding of the information they may need from the CWO.
- An understanding of ECB guidance and directives regarding young people's involvement in playing the game.
- An understanding of equity issues within the context of Child Safeguarding.
- An understanding of the different forms of behaviour that can occur within and outside of sport which are harmful to children, from poor practice to child abuse.
- An understanding of regulations concerning the involvement of players and coaches from other countries.

Core Skills:

- Able to administer/organise paperwork and record information received in a confidential manner
- Ability to act as a local source of advice on Child Safeguarding matters
- Ability to promote the interests of Children within Cricket, including helping clubs and Club Welfare Officers to seek children's views
- Excellent interpersonal and communication skills

OTHER CONDITIONS

The post holder will be based at the Riverside, Chester-le-Street as part of the Cricket Development Department. Due to the nature of the work the post holder will carry out his/her duties as such times/days which are most effective to perform the tasks required. This may involve some out of hours work – evenings, weekends, as necessary.

There will be a requirement to visit other settings in the county such as cricket clubs and schools.

EQUAL OPPORTUNITIES IN EMPLOYMENT POLICY STATEMENT

It is the policy of Durham Cricket to treat all employees and job applicants fairly and equally regardless of age, disability, gender, reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Furthermore, Durham Cricket will ensure that no requirement or condition will be imposed without justification which could disadvantage individuals purely on any of the above situations.

We recognize and value the difference and individual contribution that people make to the organisation. We strive to ensure that diversity as well as equality is embedded in all our policies, procedures and practices, responding to employees' needs and encouraging employee development to increase their contribution to effective service delivery.

SAFER RECRUITMENT POLICY

The First Class County/County Cricket Board is committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services.

HOURS

Full-time permanent contract, 35 hours per week

SALARY

£26000

HOLIDAYS

28 days per annum (pro rata) which includes the 8 statutory Bank Holidays in England & Wales.

PENSION SCHEME

Automatic Enrolment into the Royal London Group Personal Pension Plan. Matched employee contributions up to a maximum contribution of 5% of Basic Salary.

WORKPLACE

Durham Cricket, Seat Unique Riverside, Chester-le-Street, DH3 3QR

TO APPLY

To apply for the role please send a covering letter detailing your suitability for the role and a current CV to recruitment@durhamcricket.co.uk. Closing date for applications is 13th October 2023.

For an informal discussion on the role please contact Graeme Weeks on 07733 003045.