



Job Description and Person Specification

Job title	Designated Safeguarding Officer
Reports to	Senior Safeguarding Lead (Chief Executive Officer)

Job purpose(s)	
<ul style="list-style-type: none"> To support delivery of The FA National Game Strategy and Hertfordshire FA Business Strategy. To manage the Hertfordshire FA safeguarding work, in line with legislation, FA safeguarding policy, procedures, regulations, standards and guidance. To manage safeguarding and child protection concerns in a timely manner and in line with FA requirements and guidance. To significantly contribute to implementing and maintaining The FA's Safeguarding365 for County FAs and driving safer practice in grassroots football. To support the adoption of FA technology systems across grassroots football. To comply with FA rules, regulations, policies, procedures and guidance that are in place from time to time. 	
Direct reports	N/A

Location	Flexible working options available, Hertfordshire FA, Baldock Road, Letchworth, SG6 2EN
Working hours	35 hours per week. Some evening and weekend work may be required at times throughout the season
Contract type	Permanent

Responsibilities	
<ul style="list-style-type: none"> Operationally lead the implementation and delivery of safeguarding within the Hertfordshire FA, being accountable for relevant areas of The FA's Safeguarding365 for County FAs. Track and ensure ongoing compliance with The FA's Safeguarding365 for County FAs measures, policies and procedures. Support the Senior Management Team and take a dynamic and strategic approach to safeguarding delivery within the Hertfordshire FA, raising awareness and providing organisational support and direction to colleagues. Work with the Chief Executive Officer & Board Champion to provide the Hertfordshire FA Board with regular reports on safeguarding activity. Work with The FA Safeguarding Case Management Team (FA SCMT) to refer child abuse and adults at risk concerns to The FA, acting in line with the relevant FA safeguarding policy, regulations and guidance. Record all safeguarding concerns on The FA Electronic Safeguarding Assessment (ELSA) system and ensure all data is securely retained in accordance with FA regulations, policies and data protection legislation. Manage all safeguarding poor practice concerns and complaints referred to the Hertfordshire FA, with a focus on timeliness and outcomes and line with FA policy, regulations and guidance. 	

- Provide training, support and guidance to clubs and leagues on how to manage safeguarding complaints and concerns effectively, with a focus on timeliness and outcomes and in line with FA policy, regulations and guidance.
- Use FA IT systems to monitor safeguarding compliance across the grassroots volunteer network to manage risk and assist in strategic planning.
- Utilise insight and data to inform all compliance activity and take appropriate activity to address non-compliance.
- Ensure the Hertfordshire FA is compliant with safeguarding legislation e.g. Data Protection/GDPR 2018, **Children's Act**, Protection of Freedoms Act (**Criminal Record Checks**), the Government's '**Working Together guidance 2018**' and any other legislation or statutory guidance that may be introduced.
- Identify, develop and maintain strong relationships with key local safeguarding stakeholders.
- Strategically manage effective Club Welfare Officer networks; liaising with the Local Authority Designated Officers, Local Safeguarding Partnerships, Local Safeguarding Adult Boards, **Children's** and Adults' Social Care Services, Police Child Protection Teams and support club welfare officers (youth, adults and disability teams) to be compliant with safeguarding legislation, FA safeguarding policy, best-practice guidance and education programmes.
- Manage a diverse workload being able to prioritise work according to risk and timeframes, providing regular updates to the line manager on progress against the work programme and Performance Development Review.
- Maintain strong links with key FA staff and attend national FA safeguarding events and CPD courses to ensure knowledge and skills are maintained and updated.
- Work with colleagues to address poor behaviour and raise standards in grassroots football, promoting fun and safe football environments and creating a culture that lives and celebrates safer working practice across the Hertfordshire FA's **activity and grassroots football**.
- Co-ordinate safeguarding visits, spot checks/audits on clubs throughout the season to ensure they are compliant with the records they have submitted to the Hertfordshire FA and to check on the culture and safeguarding practice.
- Co-ordinate and deliver CPD events for Club and League Welfare Officers.
- Ensure that enough safeguarding and welfare officer workshop opportunities are available for new volunteers.
- Ensure that any individual helping with any Hertfordshire FA event involving children and adults at risk is suitably DBS-checked, trained and understand their responsibilities at the event.
- Work with colleagues to embed safeguarding and equality throughout the Hertfordshire FA and grassroots football.
- Provide the highest level of customer excellence to support volunteers across all FA Technology systems (FA Events, Whole Game System, Matchday app and Full-Time).
- Execute tasks as required in order to meet the **Hertfordshire FA's** changing priorities.
- **Work with the FA's Safeguarding Shared Services** to administer and maintain compliance across the County FA

Person specification	
Qualifications	
<p>Essential</p> <ul style="list-style-type: none"> • Safeguarding qualification and/or relevant experience in a child protection, safeguarding, or welfare role. 	<p>Desirable</p> <ul style="list-style-type: none"> • Completion of recognised Designated Safeguarding Officer training at Level 2 & 3.
Skills	
<p>Essential</p> <ul style="list-style-type: none"> • A child-centred approach and the ability to maintain this perspective and apply common sense. • Clarity about what constitutes poor practice and abuse and how to manage cases effectively. • Ability to deal constructively with people's emotions (e.g. upset, distress, conflict, animosity). • Capacity to handle confidential data/information sensitively. • Ability to promote safer practice and the importance of safe and fun football environments. • Outstanding team-working skills. • Exceptional communication, interpersonal and influencing skills. • Effective prioritisation and time-management skills. • Competent in the use of IT, including Microsoft Office applications & video conferencing technology. 	<p>Desirable</p> <ul style="list-style-type: none"> • Effective presentation and facilitation skills. • Ability to de-escalate heated and challenging situations. • Experience of interviewing children and or adults in relation to allegations.
Knowledge and experience	
<p>Essential</p> <ul style="list-style-type: none"> • Knowledge of current safeguarding legislation, policy and practice relating to children and adults at risk. • Experience of working in a designated safeguarding role. • Experience of writing reports and compiling case related evidence and information. • Demonstrate a working knowledge of inclusion, equality and anti-discrimination. • Working knowledge of the roles of statutory agencies in safeguarding children and adults at risk. 	<p>Desirable</p> <ul style="list-style-type: none"> • Knowledge of The FA's National Game Strategy. • Working knowledge of FA systems such as Whole Game System, Electronic Safeguarding Assessment (ELSA) and Customer Relationship Management (CRM). • Knowledge and understanding of diverse faiths, communities and cultures. • Understanding of the effects of various conditions that affect children such as, but not limited to, ADHD and Tourette's syndrome.

<ul style="list-style-type: none"> • Experience of implementing policies, protocols and guidance. • Knowledge of the structure and partner organisations within football, nationally and within the County FA locality. 	<ul style="list-style-type: none"> • Knowledge and understanding of working with volunteers. • Knowledge of The FA Safeguarding365 standard
Enhanced DBS Check required?	Yes
Clean, full driving licence?	Yes

The job holder will be expected to understand and work in accordance with the values and behaviours described below

FA value	Behaviours
Trust	<ul style="list-style-type: none"> • I trust my colleagues to deliver quality work.
Respect	<ul style="list-style-type: none"> • I respect the opinions of those around me.
Teamwork	<ul style="list-style-type: none"> • I will listen and empathise to build trusted relationships.
Efficiency	<ul style="list-style-type: none"> • I will encourage new and simple ways of working.
Honesty	<ul style="list-style-type: none"> • I work transparently and confidentially.

Job description reviewed and modified by:	Karl Lingham
Date job description reviewed and modified:	8 th March 2022
Job description authorised by:	Karl Lingham (CEO)

Signed by job holder (on appointment):	
Date signed:	