DERBYSHIRE Cricket Foundation

COUNTY SAFEGUARDING AND ANTI-DISCRIMINATION OFFICER: ROLE PACK

#AGameForEveryone

@derbyshirecricketfoundation
Derbyshire Cricket Foundation Ltd
@CricketDerbys

DERBYSHIRE CRICKET FOUNDATION

Thank you for your interest in the Derbyshire Cricket Foundation and the role of County Safeguarding and Anti-Discrimination Officer.

It's an exciting time for cricket in Derbyshire. The game is growing, and attracting a new and more diverse audience. We have a refreshed strategy, "A Game for Everyone", which will accelerate progress towards achieving our ambition to make cricket the most inclusive team sport. Growth brings with it new challenges and opportunities, and an opportunity to develop new programmes that seek to increase participation and widen access.

I hope this pack will provide you with helpful information about the DCF, the role of the County Safeguarding and Anti-Discrimination Officer and the application process. If you care about improving lives through sport and physical activity and are passionate about ensuring cricket provides a safe, welcoming and inclusive environment for everyone, then this role could be for you.

If our mission resonates with you, and you're excited by the opportunity to drive lasting impact, we'd love to hear from you.

Many thanks,
Richard Wood
Managing Director

WHO ARE WE?

The DCF is a registered charity that improves lives and empowers communities across Derbyshire through cricket. We also serve as the governing body for recreational cricket in Derbyshire – one of 39 county organisations working with the England & Wales Cricket Board (ECB) to support a network of grassroots clubs and leagues to develop and sustain the game.

Our Purpose is to…

"Empower Communities and Improve Lives through Cricket."

Our Vision is to…

"Provide every person in Derbyshire with the opportunity to have a positive experience through cricket."

Our Mission is to…

"Inspire a generation to say that 'Cricket is a Game for me'."

ABOUT THE DERBYSHIRE CRICKET FOUNDATION

The core game is thriving in Derbyshire. More cricket has been played in Derbyshire this year than in any recent year, thanks to a strong network of committed volunteers in 105 grassroots clubs and several leagues across the county. Participation among Women & Girls is growing rapidly, and cricket is one of the few sports with more children now playing regularly than prior to the Covid-19 pandemic. We deliver cricket in over 100 primary schools across the county, and provide pathways for those children inspired to continue playing the game. We support grassroots clubs to develop the facilities and volunteer workforce needed to support growth and create safe, welcoming environments for a more diverse audience.

Different formats of cricket enable us to include those who have historically "missed out" on cricket and physical activity. We provide opportunities for people to play table cricket, street cricket, soft-ball and walking cricket, and we enable those with a disability or long-term health condition to access activity and new communities. We make cricket more accessible by taking action to reduce financial barriers and by taking it into local schools, parks, sports halls, and play areas across the county. Our 2025 Impact Report provides a more detailed summary of our work and impact **(click here to read our full report).** We are excited by the impact we have delivered, and recognise there is still opportunity to do more.

The DCF is fortunate to have an excellent and committed team, with 25 permanent members of staff, and a supplemental group of part-time qualified cricket coaches who support delivery of our programmes. We are contracted to deliver activity and meet quality standards by the ECB and their charity partners, who regard us as a high performing delivery partner. Our annual income has doubled to around £900,000 in the last five years, enabling us to deliver more programmes and impact across the county. We have further opportunities to grow our income and impact in the next five years, and diversifying our income streams to include more funding from charities and business partners is a key priority.

A GAME FOR EVERYONE - OUR 2025-2028 STRATEGY

DERBYSHIRE Cricket Foundation

OUR 2028 AMBITION

1. TO BECOME THE MOST INCLUSIVE TEAM SPORT
2. TO INCREASE AND WIDEN PARTICIPATION AT ALL LEVELS
3. TO PROVIDE A STRONGER PLATFORM FOR SUSTAINABLE GROWTH
4. TO DELIVER MORE SOCIAL IMPACT THROUGH CRICKET

OUR OBJECTIVES

- DRIVE TRANSFORMATIONAL GROWTH IN THE WOMEN'S & GIRLS' GAME
- ENGAGE DIVERSE COMMUNITIES
- SUPPORT AND DEVELOP WELCOMING AND INCLUSIVE CLUBS
- MAKE CRICKET ACCESSIBLE FOR CHILDREN & YOUNG PEOPLE
- IMPROVE HEALTH & WELLBEING AND ENHANCE OPPORTUNITY

ENABLING PRIORITIES

- DEVELOP INCLUSIVE & SUSTAINABLE FACILITIES
- DEVELOP AN ENGAGED AND EMPOWERED VOLUNTEER WORKFORCE
- DIVERSIFY AND GROW REVENUE STREAMS
- SAFEGUARDING
- EQUITY, DIVERSITY & INCLUSION

OUR CORE VALUES

- RUN ON RESPECT
- EMBRACE ENJOYMENT
- BUILD BELONGING
- PROGRESS WITH PURPOSE

THE ROLE OF COUNTY SAFEGUARDING AND ANTI-DISCRIMINATION OFFICER

Derbyshire Cricket Foundation (DCF) is the Governing Body for recreational cricket in Derbyshire, delivering services in support of the cricket community across the county. It is one of 38 County Cricket Boards/Foundations in England & Wales and works in partnership with a number of key stakeholders to develop the recreational game locally in line with the strategy developed by the England & Wales Cricket Board (ECB). We have an ambition to inspire a generation to say, “Cricket is a game for me”. The DCF is also a registered charity that aims to improve well-being and provide opportunities for diverse communities across the County through cricket. The County Safeguarding and Anti-Discrimination Officer will provide support to clubs and volunteers to ensure cricket is inclusive, accessible and thriving in all areas of Derbyshire and Derby City.

The primary work location for the County Safeguarding and Anti-Discrimination Officer will be at the OurCoop County Ground, Nottingham Road, Derby but the role will require travel as the officer will be proactive in developing a culture of safeguarding across Derbyshire in support of the DCF strategic aims. The position provides an opportunity for the County Safeguarding and Anti-Discrimination Officer to work flexibly, and this is likely to include the requirement to participate in some evening and weekend commitments.

Purpose and Focus of the Role

The County Safeguarding and Anti-Discrimination Officer is a joint role providing a service to both the Derbyshire Cricket Foundation and Derbyshire County Cricket Club (DCCC). The Officer will be employed by Derbyshire Cricket Foundation Ltd to work with selected individuals and organisations across cricket in Derbyshire including DCCC and will directly support the DCF Strategy for Recreational and Community Cricket.

Derbyshire County Cricket Club are responsible for elite performance pathways for Women and Girls and Men and Boys and this role will proactively lead on the delivery of the Club’s Safeguarding Strategy across all aspects of the Club and its major matchdays and events

THE RESPONSIBILITIES OF THE COUNTY SAFEGUARDING AND ANTI-DISCRIMINATION OFFICER WILL INCLUDE:

Strategy, Policy & Procedures	• Lead on developing, planning and managing the delivery of the DCF/DCCC Safeguarding & Anti-Discrimination Strategies to include: • Developing and managing budget • Management of key policies and procedures including annual reviews • Reviewing and reporting on progress against KPI's • Identifying opportunities and risks • Ensuring that all programmes are inclusive and accessible
Network Training and Support	• Provide ongoing training and support to the network of cricket in Derbyshire, to include: • Planning and delivering Safeguarding Training for Club Safeguarding Officers • Planning and delivering Anti-Discrimination training to cricket clubs & volunteers • Providing training, support and resources to DCF and DCCC staff • Identifying proactive measures that will enable safe environments across recreational cricket
Case Management	• Manage and investigate Safeguarding and Discrimination cases inline with DCF/DCCC and Cricket Regulator (CR) policies and procedures. This will include: • Working with relevant associated bodies to resolve any cases raised • Working inline with Cricket Regulator reporting and communication protocols • Completing referral forms and logging low-level concerns (LLC) within the Regulator reporting system • Understand and works to the ECB threshold guidance
Reporting	• Review data and produce reports as agreed with the Managing Director to support the effective monitoring and governance of safeguarding and discrimination across cricket at all levels in Derbyshire • Work with the DCF Managing Director and DCCC Head of People to identify and monitor any patterns of concerning behaviour and address them proactively • Periodically support the DCF Managing Director by undertaking assessments of safeguarding risk across cricket in Derbyshire and helping identify and implement appropriate actions to mitigate risk • Support effective governance of safeguarding by providing reports to the DCF Board of Trustees and DCCC Board and Safeguarding Committee ahead of each meeting as agreed, and briefing the designated board leads for safeguarding on key themes and issues, as appropriate • Participate in Board meetings and sub-committees (both DCF and DCCC) when required to provide updates
CPA Compliance	• Work with DCF Managing Director and DCCC CEO and Head of people to implement relevant policy and procedures to meet compliance with requirements of the County Partnership Agreement with the ECB
DCF Programmes	• Work with the Managing Director and other DCF staff to ensure best safeguarding practice is in place for all programmes/activities delivered by the DCF. • Support the DCF team carry out risk assessments and implement plans to manage risk across all regulated activity
Talent Pathway Support	• Provide operational safeguarding support within the County's TalentPathway, including Boys and Girls County Age Groups, Academy and EPP, as well as the men's and women's senior teams, and disability performance teams • Work with the DCCC Head of Talent Pathways to develop and implement safeguarding policies and procedures in line with CPA standards, and promote a culture and environment where safeguarding is a key priority • Provide training and safeguarding support to players, managers and coaches as and when appropriate or required • Review policy and procedures on an annual basis and update with any changes to legislation
Match Day and Event Management	• Support DCCC CEO and Head of People to undertake County Event Safeguarding Officer(ESO) duties where applicable at major matchdays and events hosted at the County Ground • Put in place and manage policies and procedures to ensure all match days and events provide a safe and welcoming environment
Cricket Regulator Engagement	• Establish, build and maintaina good working relationship with the County Safeguarding Advisor (CSA) from the Cricket Regulator Safeguarding Team • Work with the Cricket Regulator Managed Participants Officer and have a process in place for the managed participants in Derbyshire • Attend webinars, regional meetings and / or any other training and CPD opportunities as provided by the Cricket Regulator or ECB

ESSENTIAL SKILLS & EXPERIENCE

- Experience of safeguarding case management and investigations, 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/CR and DCF's/DCCC's role and responsibilities to safeguard the welfare of children and young people, including organisational safeguarding policy documents
- Understanding of local arrangements for managing safeguarding concerns and reporting procedures.
- Able to recognise potential instances of discrimination, as defined in the Equality Act 2010 and the ECB Anti-Discrimination Regulations
- Experience of building relationships with key stakeholders
- Experience of working to high levels of confidentiality including the storage of confidential documents
- Ability to work effectively across a multi-agency professional and volunteer network
- Own transport, full UK Driving licence and able to work from various locations
- Excellent presentation and training skills
- Excellent IT skills including Excel, Word, PowerPoint, Outlook and other IT platforms
- Excellent interpersonal and relationship management skills
- Ability to be flexible and able to work evenings and weekends as required

DESIRABLE SKILLS & EXPERIENCE

- Background in safeguarding in recreational sport
- An understanding of cricket in Derbyshire
- Knowledge of ECB Programmes
- Experience of multi-agency working.
- Experience of volunteering or working in cricket, other sports or a similaractivity.
- Experience and training within Mental Health to support staff, themselves and wider cricket community.

OTHER SKILLS

- Passion for Cricket and its potential to empower people
- Enthusiastic, proactive, and committed to making a difference.
- Motivated, enthusiastic attitude and able to work effectively on own initiative
- Organised, adaptable, and able to manage multiple projects.
- Ability to proactively identify emerging themes and issues that require attention.
- An effective listener. Prepared to learn and act on feedback from others, and develop own thinking based on input from others.
- Is able to accurately record KPI monitoring information and write concise reports and updates

Reporting to:	DCF Managing Director	**Travel Required:**	Yes
Location:	Covering the whole of the County	**Position:**	Permanent - Full Time (Annualised Hours Contract)
Salary:	£26,500 - £28,500 per annum		
Hours of Work:	37.5 hours per week to include work on evenings, weekends and occasionally a bank holiday as well as during the day on weekdays as required.		
Expenses:	45p per mile will be paid for travel to duties directly related to your work for the DCF as per the DCF expenses policy. This does not include travel to and from work Mobile Phone Provided		
Pension:	Pension Scheme Available	**Holiday:**	25 working days holiday per annum, plus 8 public holidays

THE RECRUITMENT PROCESS

To apply for the role, please complete the online application for by **clicking here.** Please also send your CV in support of your application to Tom Coxhead, DCF Cricket Development Manager at Tom.coxhead@dcfcricket.com by Sunday 1st November 2026

Shortlisted candidates will be invited to interview during weeks commencing 9th and 16th November.

If you would like to discuss this role further before applying, please contact Tom Coxhead at Tom.coxhead@dcfcricket.com or 07530 040923

Commitment to Equality

At the Derbyshire Cricket Foundation (DCF) we are committed to ensuring that cricket is accessible, safe, and welcoming to all, and to the principles of equality of opportunity. We aim to ensure that no individual is discriminated against on the grounds of any of the protected characteristics outlined in the Equality Act, 2010; age, gender, gender reassignment, marital or civil partner status, disability, race, colour, ethnic or national origin, religion/belief or sexual orientation. In line with these commitments we will seek to recruit a diverse workforce of high quality, high performing individuals who have the specific competencies (qualifications/knowledge, skills, experience and behaviours) required for defined roles which will support achievement of our mission, strategy, and business plan. All applicants will have equality of opportunity during our selection processes, and decisions will solely be based on an individual's ability to meet the requirements of the role. All applying candidates will be required to complete the DCF Equal Opportunities Monitoring Form.

Commitment to Safeguarding

Derbyshire Cricket Foundation (DCF) is committed to safeguarding and promoting the welfare of everyone involved in cricket and expects all staff and volunteers to share this commitment.

We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services and are committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and the ECB requirements to ensure that all children participating in Cricket have a safe, positive and fun experience, whatever their level of involvement.