



## Board Welfare and Safety Lead

### Role Description

The Welfare and Safety Lead on the Board of British Rowing will be appointed by the Board. They can be any one of the Directors on the Board.

### Purpose of the Welfare and Safety Lead

Welfare and safety is a broad term and presently the role encompasses safeguarding (adults and children); mental health and wellbeing (including psychological safety); anti-doping and integrity. It is not intended however to cover all responsibilities related to health and safety or property and facilities.

Board members have collective responsibility for all matters, including welfare and safety and for any decisions made in this regard in addition to this appointment. The role of the Board Welfare and Safety Lead is to provide a focus at Board level and to support the Board in ensuring that it has appropriate oversight of, and meets its responsibilities towards, the welfare and safety of its members and people (this will include employees, participants and volunteers and any other individuals which the organisation interacts with). The Lead will also help to ensure that welfare and safety matters are factored into decisions, be the main contact on the Board for welfare and safety matters and will be supported by the team who manage day to day issues, with training provided as appropriate.

In addition to the general responsibilities, essential skills and time commitment of a British Rowing Board Director as outlined in the appointment letter, the following responsibilities apply to the Welfare and Safety Lead:

### Responsibilities

- Lead and inform welfare and safety discussions and planning within Board meetings.
- Highlight welfare and safety implications of Board decisions and ensure that they are considered in decision making where relevant.
- Check and challenge the Board and Executive on decisions that affect welfare and safety across the organisation.
- Assist the Board in assessment of risk to the organisation in relation to welfare and safety issues and ensure that the Risk Register adequately reflects welfare and safety risk to the organisation.
- Ensure that reporting by the executive to the Board on welfare and safety issues, including reporting on patterns and trends and performance, is appropriate and sufficient to enable the Board to make informed decisions.
- Act as a link between the executives who have responsibility for welfare and safety and the Board, providing non-executive support to executive staff on welfare and safety issues.



- Ensure that effective pathways are in place to enable the views, and welfare and safety issues, of participants, their parents/guardians and other members and people, are made known to the Board.
- Act as an advocate for welfare and safety, highlighting its importance both with stakeholders and across the organisation and its participants.
- Support the organisation to maintain appropriate welfare and safety standards for members and other people (this will include employees, participants and volunteers, and other individuals which the organisation interacts with).
- Act as an alternative route in relation to any welfare and safety concerns from people for whom the organisation is responsible.
- Develop personal knowledge and skills in relation to welfare and safety by undertaking training where appropriate and support other Board members in developing their own knowledge and skills.

### **Essential Role Requirements**

- Understanding of the importance of welfare and safety within the context of an organisation providing sport and/or physical activity.
- Commitment to the development of an organisational culture which supports and embeds welfare and safety across all organisational activity.
- Commitment to developing an understanding of welfare and safety, including safeguarding and other integrity issues (for example anti-doping), within the context of an organisation providing sport and/or physical activity.
- Willingness to devote the necessary time and effort.
- Good, independent judgement.
- Good communication and interpersonal skills.
- Ability to ensure decisions are taken and followed-up.
- Willingness to join in discussions and check and challenge.
- Ability to work effectively as a member of a team.

### **Desirable**

- Experience of working within the welfare and safety field either in an executive or non-executive role.

### **Term**

Four years and can be reappointed for a second term of office in line with Director's term.