



**ENGLAND
ROWING**

Safeguarding and Welfare Officer

Application Pack

TEAMWORK | OPEN TO ALL | COMMITMENT



The Voluntary Role

Role Title	Safeguarding & Welfare Officer, England Rowing
Reports to	England Pathway Manager, British Rowing
Type	Voluntary
Location	National

The England Team participates annually at Home International Rowing (HIR) events (Regatta and Beach Sprints (HIRBS)) against crews from Wales, Scotland and Ireland. The team consists of both Junior and Senior athletes and for some this will be seen as an important part of the Olympic Pathway to eventually representing the GB Rowing Team.

This voluntary role of Safeguarding & Welfare Officer is to be the first point of contact for all safeguarding and welfare enquiries within the England Team attending the Home International Regatta (HIRR) or Beach Sprints (HIRBS). The role is to ensure that all team members are appropriately cared for during their time in the teams and that safeguarding and welfare policies are followed, and British Rowing's safeguarding and welfare policies are promoted to the team.

Criteria for Success

- Ensure all safeguarding and welfare documentation related to England Rowing HIR Teams is completed and important information communicated clearly with the team members.
- In the case of an incident, any potential harm is minimised, procedures are followed, documented and are followed up with the relevant bodies.
- Team members feel supported throughout their time within England Rowing and feel they have come away from the team with a positive development experience.



About You

We are looking for an approachable and engaging Safeguarding and Welfare officer to ensure that all members selected for England Rowing at Home International Rowing events have a safe and enjoyable time with their respective teams.

You'll be an effective communicator able to inspire and enable both your team workforce and athletes to perform to the best of their potential at the regatta.

Experience of rowing is desirable but not essential, as you'll be working alongside other volunteers in the planning and delivery of the teams. However, knowledge and experience of safeguarding and welfare, preferably within a sporting setting, is.





About Us

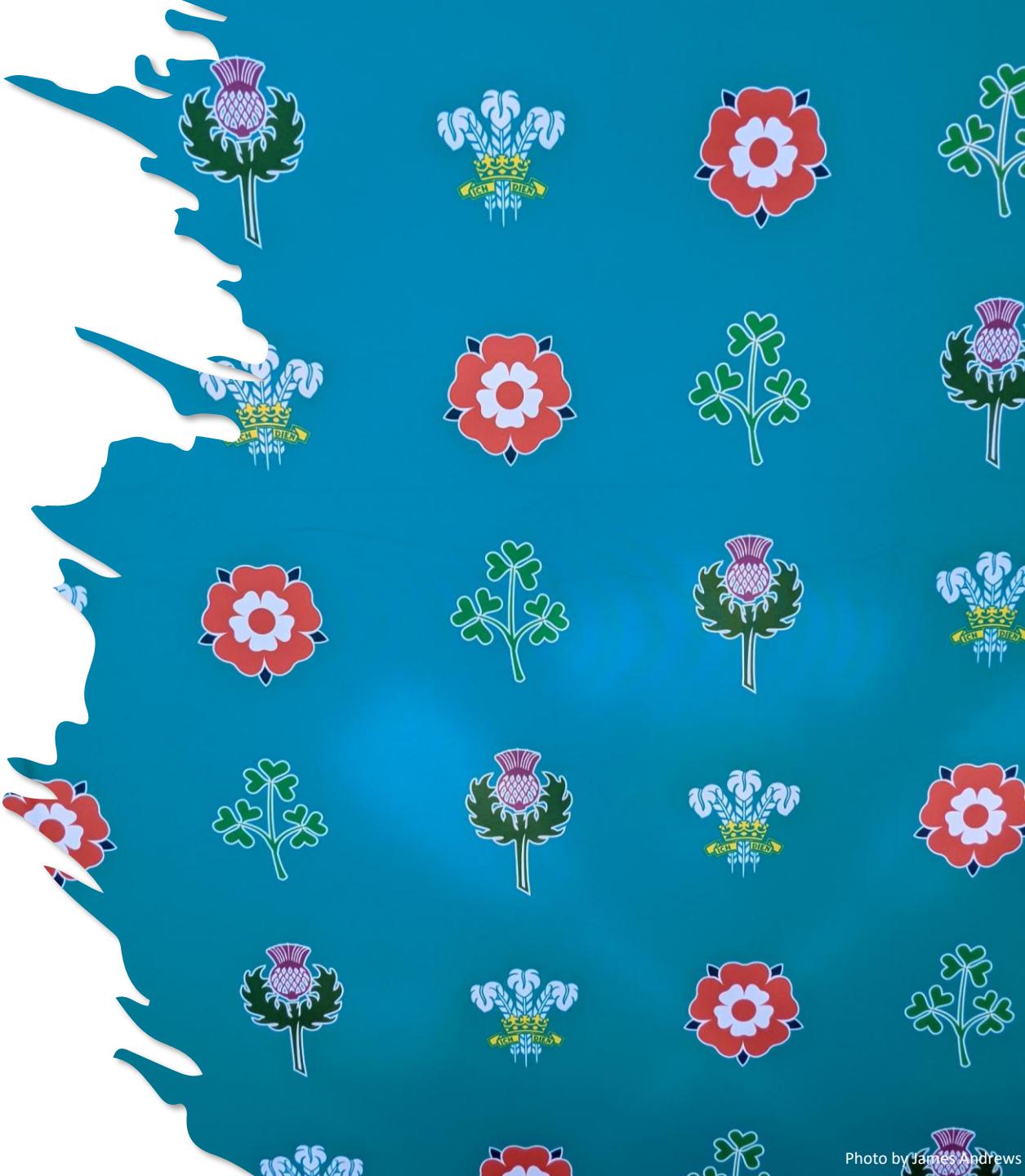
We are the governing body for rowing, responsible for supporting grassroots rowing in England and the selection of England Teams for Home International and Commonwealth Competitions. We also manage the selection of the GB Rowing Team ready for the Olympics, Paralympics and other international competitions.

British Rowing is committed to growing all forms of the sport. Delivering an inclusive pathway that allows athletes from a diverse range of backgrounds to reach their potential is just part of our work towards achieving this goal.

About the Home International Rowing Regatta (HIRR)

The Home International Rowing Regatta (HIRR) is a historic annual competition dating back to 1962, seeing the four 'Home Nations' of England, Scotland, Wales and Ireland compete. Every race counts towards combined team trophies for Junior Women, Junior Men, Senior Women and Senior Men.

In 2022 a new event was introduced, the Home International Rowing Beach Sprints (HIRBS), where the four same nations compete for the combined trophy. With the England Team already seeing athletes progress onto to the GB Rowing Team and winning medals on the world stage.



Responsibilities

- Ensure all team members are responsibly cared for during their time with England Rowing HIR Teams.
- Review and complete any safeguarding and welfare documentation related to England Rowing HIR Teams and review these with relevant British Rowing staff members.
- Travel with the team to Home International Rowing events.
- Liaise with the British Rowing Safeguarding and Welfare team on matters relating to the England Rowing HIR Teams.
- Identify and address the needs of participants with additional vulnerabilities, e.g., disabled participants.
- Ensuring that all participants are aware of who they can speak to if they have any concerns during the event.
- Attending the pre-event briefing to familiarise themselves with the venue site and event requirements which will be provided by the relevant Team manager at the pre-event meeting.
- Attending any briefings arranged by the relevant Team Manager or British Rowing Safeguarding Officer for parents/carers and participants prior to the event.
- Supporting the relevant Team Manager to fulfil the team's implementation of the event safeguarding plan, including reporting of any concerns.

This list is not to be regarded as exclusive or exhaustive, as there may be other reasonable duties and requirements associated with the post, which British Rowing may call upon the post-holder to perform from time to time.



Person Specification

Essential

Passion for developing aspiring athletes: You'll be passionate about supporting developing athletes looking to progress on the GB Performance Pathway.

Communication and Relationship Building: You will be able to communicate effectively, be approachable and able to build relationships with ease.

Innovative: You will be innovative, with a creative approach to problem-solving as well as an ability to make proportionate and appropriate decision making under pressure.

Policy and Compliance Commitment: You will commit to following British Rowing Policies and Procedures and ensuring they are understood and followed by the workforce and athletes, with special attention to Safeguarding, Anti-Doping, and Water Safety.

Collaborative Team Player: You can seamlessly integrate into existing teams and programs, communicating effectively with rowers, coaches, and staff to ensure a cohesive and supportive environment for athlete development.

Committed to Professional Development: Will currently hold or be willing to complete:

- First Aid training.
- Safeguarding and Protecting Children training.
- Safeguarding and Protecting Adults training.
- Time to Listen Training
- Clean Sport / Anti-Doping Training
- DBS/CRC documentation as obtained by British Rowing.



Person Specification

Essential (continued)

IT Proficiency: Proficient with Microsoft (e.g. Excel, Word etc) and Google systems (e.g. Gmail, Drive, Sheets)

Advocacy and Positive Representation: You will present a positive image of British Rowing, England Rowing, and the Home International Rowing Events.

Willingness for Flexible Hours: You will be able to work flexible hours reflecting the needs of the role, including evenings and weekends, especially for set event and trial dates.

Desirable

Safeguarding Experience: You will already hold or will have held a Safeguarding and Welfare position within a sporting club or similar organisation.

Policy and Procedure Adherence: You possess a strong understanding of, and commitment to, British Rowing's policies and procedures, particularly regarding data protection, safeguarding, Anti-Doping, and Water Safety, and can ensure their proper implementation.





Our Offer

The position of England Safeguarding and Welfare Officer is a voluntary position, and reasonable expenses will be covered. (e.g. travel, accommodation and qualifications required for the role.)

As part of our offer to you, you'll be given a British Rowing Membership, and you'll be supported through opportunities to gain experiential learning.

Applying

To apply, please complete this [application form](#) and send it along with your CV to our England Pathway Manager, [James Andrews](#). No need to send a cover letter.

Applications will close at 09:00 on Thursday, 12 February, but if you like the sound of the role, make sure to get your application in straight away!

Interviews will take place via “Google Meet” on Tuesday, 24 February, between 13:00 and 17:00.

If you have any questions or would like an informal discussion about the role, you can contact [James Andrews](#) (England Pathway Manager), who'd love to talk with you about answering any questions you have!



Additional Information

Anti-Doping

The post-holder is expected to be fully conversant with the core requirements of the WADA Anti-Doping Code and its requirement on coaches and Team Support personnel to set a good personal example in this field. When directly working with athletes the post-holder has a responsibility to inform them appropriately of the Code's application to them and to influence them in following a 'drug-free' culture.

Scope

The post-holder is jointly responsible for maximising all coaches and athletes' potential. Successful impact will produce motivated athletes, a strong England Talent Pathway pipeline and secure funding for British Rowing programmes.

Hours & Dates

The post-holder's hours will be flexible to reflect the needs of the role and, while maintaining an appropriate work/life balance, will include time in evenings, at weekends and over public holidays. The role requires planning in advance and can be completed in the post holder's own time however the dates for the event, and trial are set.

The HIRR Team trial is hosted one day on the 2nd weekend in July and the HIRR is hosted on the 4th Saturday in July. The HIRBS is hosted on one day usually in September.

Both teams usually travel to the event on the Thursday prior and return on the Saturday evening of the event. In addition to these dates there would be roughly 16-20 evening meetings, held via videocall, during the year.

Renumeration

The role is voluntary, reasonable expenses will be covered by British Rowing. Expenses covered will include CPD/training costs, clothing, trial and event costs associated with the role. We will also cover basic BR membership costs.

British Rowing is a membership organisation with 30,000+ members, funded partly by the exchequer and by the National Lottery via Sport England and UK Sport. The organisation is responsible for the training and selection of individual rowers and crews representing Great Britain, and for the development and participation of rowing and indoor rowing in England. Rowing is one of the most successful British Olympic sports of all time delivering 37 Olympic and Paralympic medals since Sydney 2000. We are committed to ensuring that the sport continues to thrive from the grass roots right up to winning medals at the Olympic Games.