



Appointment of
**Non-Executive
Director,
Safeguarding
Lead**

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Introduction

Dear Applicant,

Thank you for your interest in joining our Board.

As a Board, we are passionate about the role cricket plays as a force for good and strongly believe that the game has something to offer everyone. We aim to develop and protect the future of cricket by making it the sport of choice in Oxfordshire.

We have a committed Board, a passionate Executive Team and loyal volunteers at all levels who support the game across the County. We are experiencing an exciting period of growth and development for our organisation and our Board plays a pivotal role.

We are seeking to **appoint a** Non-Executive Director to our Board who will oversee Safeguarding to help us achieve our ambitions.

The successful candidate will bring proven leadership experience and will be steadfastly committed to the principles of good governance and equality, diversity and inclusion. They will help us to foster welcoming and positive experiences for all involved in cricket across Oxfordshire and to make a lasting impact in the County.

Our aim is to attract a wealth of talented, diverse individuals motivated to support us in delivering our strategy and move us into a new era. Whether this would be your first board appointment, or you are an experienced board member, if you share our vision and can help us in achieving our mission, we encourage you to apply.

More information can be found on the pages to follow.

We look forward to hearing from you.

The Board of Oxfordshire Cricket





About the Organisation

At Oxfordshire Cricket our mission is to develop and protect the future of Cricket by making it a sport of choice in Oxfordshire.

We are responsible for growing the game through increasing participation at all levels in Oxfordshire. We manage a comprehensive programme of representative cricket for boys, girls, women and men. Our elite programme is a proven provider of talent to the first-class game. We work hand in hand with Sussex, our first-class partner in providing a progression pathway for our best young players.

Oxfordshire Cricket employs 9 full-time staff and 5 part-time staff with a larger casual workforce and an annual turnover of c. £800k. We have 86 affiliated clubs, 44 junior sections, 14 women's sections and 23 girl's sections.

Further information on our team can be found [here](#).

History

The Oxfordshire Cricket Board (OCB) was formed in 1996 as an amalgamation of the Oxfordshire County Cricket Club (OCCC) and the Oxfordshire County Cricket Association (OCCA). Oxfordshire were unique at this time in merging their County Club and Association into a single body, a move that is now being followed by other counties. In April 2011 the OCB was incorporated as a company limited by guarantee. This met one of the ECB's criteria for becoming a high performing County Cricket Board. We are one of the 41 voting members of the national governing body.

County cricket in Oxfordshire can be traced back to 1779 when the county played a match against Berkshire. By 1787 a County Club existed, the first such organisation in the UK. Although in and out of existence during the 19th Century, Oxfordshire was one of the founder members of the Minor Counties Cricket Association (MCCA) when it started its competition in 1895. After folding in 1906, the County Club was resurrected in December 1921 and has played in the Minor Counties Championship since that date.

Oxfordshire have been National County Champions on 5 occasions, in 1929, 1974, 1982, 1989 and most recently in 2021. In 2014 they were finalists in the Unicorns Trophy knock-out competition. In 2022 Oxfordshire won the T20 competition for the first time, beating Cambridgeshire in the final.

Aims

Our focus will be:

- To make a difference to the local community through the development of inclusive cricket.
- To develop and promote excellence within the game.
- To increase participation by attracting and retaining players, volunteers, officials and coaches into the game.



The Strategy 2020 -2024

Oxfordshire Cricket launched its strategy for cricket in Oxfordshire in April 2020. The strategy sets out the ambitions for Oxfordshire Cricket for the period 2020-2024 and aligns closely to ECB's **Inspiring Generations**.

Our new Director will contribute in developing our strategy for 2025 and beyond. This will be aligned with the ECB's latest strategy which will be released over the coming weeks.

During the process of producing our 2020-2024 strategy, we identified the following six priority areas:

1. Engage Children and Young People
2. Transform Women and Girls' Cricket
3. Make Cricket Accessible
4. Support our Communities
5. Grow and Nurture the Core
6. Thriving Performance Cricket.

Our strategy is available online [here](#) for your reference.

The expectation is that our new strategy will not only build on these areas, but also develop new areas of focus as we look to achieve our purpose to **make cricket open for all**



Board and Leadership

In Oxfordshire we pride ourselves on having a strong governance framework that underpins all cricket activity within the Board and the County.

As a company limited by guarantee we are governed by our own Articles and Bye-Laws, Directors are elected by the members. The Chairman is appointed by the Directors and we hold ourselves accountable to key stakeholders and sponsors in providing the services that they fund.

Financially our aim is very clear, to spend what we receive, whilst at the same time taking a responsible decision to reserve funding for any employment risks. We have an independent assurance report and publish our accounts and annual report at the AGM each December.

As one truly integrated organisation we balance the challenges of participation with those of performance. Our Directors take responsibility for each of our functional areas. They attend weekly team meetings and are generally on hand to support and advise our workforce. Our salaried staff are aligned to three major areas, participation, performance and central services. The workforce attends monthly Board meetings, where we review the operation and on a rotational basis review the work of each area, taking the opportunity to acknowledge performance and provide support on any issues.

Our current Directors can be found [here](#).



The Role and Person Specifications

The Opportunity

Oxfordshire Cricket seek a Non-Executive Director, with responsibility for Safeguarding to join our Board who share our ambition for creating inclusive and accessible cricket opportunities in Oxfordshire at both the grassroots and performance level. As a Board Director, you will offer crucial checks and challenges, mentorship and support to Oxfordshire Cricket ensuring we benefit from the very best governance whilst remaining supportive of our young and developing workforce.

The Board Safeguarding Lead (BSL) is required to be an active Board Member advocating for the safeguarding of everyone within cricket.

The requirement to have this post filled forms part of the County Partnership Agreement (CPA) between the county organisation and the ECB, which is a legally binding contract.

The BSL must not be a BSL for any other cricket organisation i.e. FCC and CCB / Foundation within the same or another county.

The BSL will be recruited through a safer recruitment process to join the Board who already has or will gain through training, the knowledge, skills and expertise to lead the efforts and promote the Board's focus on

safeguarding, whilst recognising that the Board retains collective responsibility. The BSL is the conduit ensuring due and regular oversight by the entire Board of all safeguarding business within the organisation, including ensuring regular Board reporting by the County Safeguarding Officer and safeguarding is part of the Board Risk Register. The BSL has strategic responsibilities and must not become an operational role at any time.

The Non-Executive Director will help us to further foster a robust, collaborative and strategic board environment. It is critical that the Directors have an emotional engagement with the cricket community of Oxfordshire and that their thoughts and requirements are carefully considered. They will be dedicated to enabling excellent outcomes across the game at all levels, ensuring that our local communities have the opportunity to engage in cricket in a way that is meaningful to them.

We are committed to building a board that is representative of the communities we serve and are keen to ensure that there is a diversity of thought, knowledge and professional and lived experience across our Board. We therefore welcome and encourage applications from any suitable individuals who share our vision and have the capacity and expertise to help us deliver a positive impact through cricket in Oxfordshire.

Whilst a passion for cricket would be beneficial, we are

also keen to hear from people who have energy and enthusiasm for the impact of sport and charity activities in general to support us in delivering on our purpose.



The Roles and Person Specifications

Job Title: Board

Safeguarding Lead

Reporting to: The Chair

Term: 3 years, which can be, upon review, extended to three consecutive terms.

Time Commitment: Circa one to two days per month.

Remuneration: Voluntary with paid expenses.

Role Responsibilities

- be a strong advocate for creating a safer culture and encouraging positive change
- challenge any poor practice and share insights and learnings from cases with Board members to ensure continuous improvement
- promote the importance of developing a culture of listening through ECB Safeguarding policies, procedures and guidance
- take responsibility for regularly reviewing the Board risk register safeguarding section, ensuring that it is kept up to date
- support the progress of the Safeguarding CPA bringing any areas of concern to the attention of the rest of the Board members and CSO
- ensure that all policies are brought to the Board for adoption on rotation every 3 years through the Board

forward plan (sooner if there is a legislation or procedural change), including those counties who adopt the ECB Safe Hands Kit Bag policy and guidance in its entirety with only a few remaining stand-alone policies. Own policies must be dated, and version controlled.

- maintain regular contact with the MD and meet with the CSO at least once every 6 weeks (online or f2f) so as to provide support and keep up to date with progress, areas of concern and changes
- welcome CPD for themselves and other Board members to continue to develop collective safeguarding knowledge
- complete mandatory training as required for the BSL role as defined within this document and on the ECB Training Matrix (which is subject to change as new training becomes available and/or the role evolves)
- support the Chair and other Board members with their knowledge and understanding of safeguarding adults and children by encouraging questions and dialogue
- support the CSO in preparing safeguarding papers and reports as required by the Board and circulate ahead of the meeting so discussion can take place during the safeguarding agenda item.
- share safeguarding Board discussion outcomes with the CSO following the Board meeting
- present, lead discussion and engage others in conversations at Board meetings regarding the organisation's safeguarding priorities
- attend meetings and events to meet stakeholders and better understand the organisation with regards to safeguarding remit and responsibilities

The Person

Required Experience and Skills

- develop and maintain up-to-date knowledge of safeguarding and relevant legislation
- have a commitment to learn about and understand the organisation's structure and how safeguarding is implemented throughout it including the CPA standards
- be able to engage and lead discussion at a strategic level
- be able to give the appropriate time and commitment to the role, including regular interactions with the CSO
- actively contribute as part of a team
- have a child centered approach, keeping children as the focus in decision making and advocating for young people's views
- ability to demonstrate effective governance and a strategic approach.
- experience of safeguarding and child protection essential
- experience and knowledge of safeguarding adults
- understanding of the ECB's role and responsibilities to safeguard the welfare of children, young people and adults
- knowledge and understanding of cricket
- awareness and understanding of the ECB Safe Hands Kit Bag
- ability to listen effectively and ask probing/challenging questions and intervene when intervention is required





How to Apply

Candidates wishing to apply should submit a Safer Recruitment form (including comprehensive details of key achievements and responsibilities) along with covering letter which fully addresses the competencies outlined in the role description and person specification.

The closing date for applications is 9am (GMT) 25th November 2024.

Applications, and any further questions, should be directed to Chris Parkinson at cparkinson@oxoncb.com.

Inclusion

Oxfordshire Cricket believes that excellence will be achieved through recognising the value of every individual. A broad range of perspectives, backgrounds, and opinions amongst our global community of colleagues is crucial in maintaining our culture of openness, intellectual curiosity, and creativity. We take an active role in supporting under-represented communities and groups in becoming better and more fairly represented in the leadership of all organizations. We also know that diverse and inclusive teams have a positive impact on our ability to identify, engage and secure candidates from these groups.

Our commitment to inclusion across race, gender, age, religion, sexual orientation, identity, and experience drives us every day – for clients, for candidate identification and in the recruitment, development, and retention of colleagues.

To ensure inclusion based on age, disability, ethnic or national origin, family circumstance, gender, gender identity, marital status, nationality, political or religious beliefs, race, socioeconomic background, and sexual orientation, we would like to specifically invite applications from under-represented groups.

