



## **Advert – Non-Executive Director Vacancy**

**Role: Board Safeguarding Lead**

**Location: Taunton, Somerset (with flexibility for occasional remote engagement)**

**Term: Fixed term – 3 years (renewable)**

**Remuneration: Voluntary (reasonable expenses covered)**

**Time Commitment: Approx. 1-2 days per month (including Board meetings and safeguarding oversight responsibilities)**

**Closing Date: 17<sup>th</sup> September 2025**

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Somerset County Cricket Club are entering an exciting period with some transformational opportunities on the horizon. Our purpose remains to 'Inspire the South-West through Cricket' and as we evolve, we aim to transition from compliance practices to fully embedded cultural standards that protect everyone who participates in any of our activities.

Our Club's small but effective executive team benefit greatly from the Board of Directors and an opportunity has arisen for a Board Safeguarding Lead to join the Board. We are seeking expressions of interest from individuals with exceptional experience and skills within the following areas:

- Proven experience in safeguarding and child protection, with a clear understanding of safeguarding frameworks, especially in sport or education.
- Sound knowledge of adult safeguarding, including the principles of consent, capacity, and protection from abuse or neglect.
- Strong track record of strategic governance, with the ability to interpret policy, evaluate risk, and hold executive teams to account.
- Experience of leading cultural change.
- Excellent interpersonal skills, including the ability to listen actively, ask probing questions, and maintain confidentiality.

The role holder will lead on safeguarding governance at Board level, ensuring that the Club fulfils its duty of care to children, young people and adults. Through rigorous oversight, cultural leadership, and alignment with the ECB Safe Hands Policy, relevant legislation, and best practice in professional sport, they will ensure the Board prioritises safeguarding discussion and resource appropriately.

They will provide strategic leadership and governance, offering independent oversight to ensure safeguarding is fully integrated into the Club's governance, operational plans, and risk management processes. The role holder will champion the welfare of children and adults in strategic decision-making, support the development and implementation of safeguarding strategies, and oversee regular reviews and audits to promote continuous improvement. Additionally, they will support investigations into safeguarding incidents and scrutinise the effectiveness of safeguarding policies across all club activities.

We are seeking a candidate who is independent and objective in their judgement, with a strong commitment to advocating for the rights and voices of children and adults at risk. The ideal individual will be dedicated to continuous improvement and learning in safeguarding, demonstrating professionalism, collaboration, and high ethical standards in all Board activities. They should possess high integrity and a genuine commitment to equity, diversity, and inclusion within safeguarding practices. Additionally, a passion for sport and a solid understanding of its structures at both professional and developmental levels are highly desirable.

To download the full description for this role, please follow this link: [Board Safeguarding Lead – Role Description](#)

It is important to us that the Board is balanced in terms of equity, diversity, gender and race as well as skills, experience and expertise. Being a Board Director will be a rich and rewarding opportunity to help transform the Club whilst respecting its history, with significant room for personal growth and contribution.

If you would like to find out more about the Club and the role, please email [governance@somersetcountycc.co.uk](mailto:governance@somersetcountycc.co.uk).

To apply for this position, please email [governance@somersetcountycc.co.uk](mailto:governance@somersetcountycc.co.uk) and supply the following:

- An **up-to-date CV** setting out your career history, with responsibilities and achievements, and preferred contact details.
- A **supporting statement** outlining suitability for the role and the value that your expertise will add to Somerset County Cricket Club Board.
- **Details of two referees** who can speak authoritatively about you, together with a brief statement of the capacity and over what period of time they have known you. Referees will not be contacted without your prior consent.

The closing date for applications is **Wednesday 17<sup>th</sup> September 2025**.

Shortlisted candidates will be invited to an **interview at the Cooper Associates County Ground, Taunton or Via Teams** to be held during the period **29<sup>th</sup> September to 3<sup>rd</sup> October 2025**.

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### **Equal Opportunities and Inclusivity Statement**

Somerset County Cricket Club endorses the principles of equality and equity and strives to ensure everyone involved with the Club has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, to give of their best and be assured of an environment in which their rights, dignity and individual worth are respected. Everyone is responsible for creating an inclusive working environment and we expect all colleagues, partners customers and suppliers to abide by our equality, diversity and inclusion policies and procedures.

The Club ensures all existing and potential employees receive equal consideration during the recruitment process and beyond, and is committed to the elimination of unlawful or unfair discrimination of any kind and in particular on the grounds of sex, race, disability, sexual orientation, marriage and civil partnership, gender reassignment, religion or belief, pregnancy and maternity, and age.

### **Safeguarding Statement**

Somerset County Cricket Club is committed to safeguarding and promoting the welfare of children, young people and adults at risk, and expects all staff and volunteers to share this commitment. It is everyone's responsibility to keep vulnerable people safe.

As part of our safer recruitment process all relevant roles are subject to an enhanced or standard DBS check as appropriate, and two satisfactory references. We also require every staff member to undergo safeguarding training appropriate to their role.

We encourage an open, welcoming environment where everyone should feel safe to express any concerns. We have a range of policies and procedures in place which promote safeguarding and safer working practice across all that we do.