

## Independent Safeguarding Panel Members

### Voluntary Pro-bono role

UK Athletics is seeking Independent Safeguarding Panel Members to adjudicate on safeguarding related matters and concerns which have been referred to UK Athletics and the Home Country Athletics Federations.

#### Background

As the National Governing Bodies for Athletics in the UK, our aim is to build an integrated, ethical and transparent safeguarding system that protects and supports our collective members, whilst continuing to develop the sport of athletics as a whole, from grassroots introductory level through to world class level.

Athletics is, and will continue to be, one of the most inclusive and popular sport in the UK. To ensure this continues, we need to operate in a way that reflects our ethics and values, and which recognises the role we play in society.

#### Role of the Independent Safeguarding Panel Members

The aim of these appointments is to improve the quality and consistency of decision making in respect of safeguarding matters within the sport of athletics. Safeguarding cases may relate to\*:

- Breaches of the relevant child safeguarding policy or associated policies and guidelines.
- Breaches of the relevant adult safeguarding policy or associated policies and guidelines.
- Committing a breach of the Codes of Conduct.
- An organisation, club or individual who by act or omission, has behaved in a way that has harmed a child or an adult at risk, or placed at risk of harm a child or an adult at risk.
- An organisation, club or individual who by their conduct indicates that they may pose an actual or potential risk of harm to children or an adult at risk.
- An organisation, club or individual who by their conduct indicates they may not be suitable to work with children or adults at risk.

\*This list is in no way exhaustive.

#### Essential key skills, experience and qualities:

- Knowledge of best practice in conducting disciplinary proceedings and in particular those related to safeguarding and/or sport's governing bodies.
- Previous experience of working in a safeguarding context (education/health/legal/social work/police, etc.)
- Proven leadership, teamwork and decision making skills with the ability to prioritise and commit time to the role
- An understanding and appreciation of the impact which abusive or discriminatory behaviour can have on children and young people

#### EQUALITY, DIVERSITY & INCLUSION:

As the nation's favourite Olympic and Paralympic Sport. UK Athletics embraces equality, diversity and inclusion both on and off the field of play where everyone can participate, we encourage job applications from suitably qualified and eligible candidates irrespective of their gender, ethnicity, religion, belief or sexual orientation.

UK Athletics is a Disability Confident Leader and will guarantee an interview to any candidate with disability who meets the minimum job criteria.

Our core values: *Respect, Accountability, Quality, Communication* and *Integrity* are at the heart of everything we do and it is our aim that UK Athletics continues to demonstrate a culture of inclusion to reflect the diversity of the sport.

- Thorough knowledge of the ethical issues within sport
- Ability to read and assess information and identify key points/issues
- The ability to maintain confidentiality and handle sensitive information securely

**Desirable key skills, experience and qualities (desirable):**

- Qualified and experienced barrister or solicitor
- Previous experience of sitting on safeguarding tribunals, panels or case management groups which have powers to decide on the suitability of individuals to work with children, young people and adults at risk
- Previous experience of high-level committee activity in a voluntary organisation
- A keen interest in sport

**Time Commitment**

We are looking for members to be available to sit on circa four panels per year. It is expected that the Panel will meet via a suitable video conferencing platform, and where time and location allows, in person.

UK Athletics will keep a database of current panel members and as and when we require adjudication of safeguarding related matters, complaints and appeals we will contact you to confirm your availability.

**Term**

Persons shall be appointed to the Panel for a term of their own choosing for a minimum of 12 months and no longer than five years.

As the Panel ultimately report to the Board of Directors of UK Athletics and the Home Country Athletics Federations, members of the Board shall not be eligible to apply, and in the event that a person is appointed to the Panel and thereafter becomes a member of such a Board the person shall automatically be removed from the Panel.

For the avoidance of doubt UK Athletics and the HCAF shall be entitled to accept or reject any application to the Panel and remove any person from the Panel at any time.

**Remuneration and Expenses**

All reasonable travel and subsistence expenses will be reimbursed following agreement with the UKA Lead Safeguarding Officer.

**Application Process**

To apply for this role, please visit; <https://careers.ukathletics.org.uk/>

Closing date for applications is 30<sup>th</sup> June 2021.

For a confidential discussion or if you have any questions on the role, please contact Angus Macdonald on [safeguarding@uka.org.uk](mailto:safeguarding@uka.org.uk).

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In the result of high volumes of applications, UK Athletics reserves the right to close the vacancy ahead of the stated closing date - please apply early to avoid disappointment. We will endeavor to reply to all applicants but if you do not hear from us with two weeks of the closing date, then please assume your application has been unsuccessful on this occasion.

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