



Role Description: Welfare and Safety Champion

The Welfare and Safety Champion of Sport Resolutions will be elected from the directors of the company. They can be a Representative or Independent Non-Executive Director.

Term: one year

Role

Welfare and safety is a broad term encompassing safeguarding, mental health, wellbeing (including psychological safety) and integrity. It is not, however, intended to cover all responsibilities related to health and safety or property and facilities.

The role of the Welfare and Safety Champion 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 employees, directors, panel members and stakeholders.

The Welfare and Safety Champion will help to ensure that welfare and safety matters are factored into discussions and decisions. They will be the main contact on the Board for welfare and safety matters and will provide support to the senior management team when consideration needs to be given to welfare and safety with regards to operational matters.

Responsibilities

- To review the key welfare and safety concerns for all groups engaged with Sport Resolutions.
- To develop actions for each concern which mitigates or removes the risk/concern.
- To lead, check and challenge on Board discussions that relate to welfare and safety matters.
- To support the development of a welfare and safety culture within the Board and organisation.
- To ensure that welfare and safety is considered in the recruitment of directors and employees.

- To be available as a member of the pool of directors for the complaints/grievance, disciplinary and appeals process.
- To help ensure that directors, employees and panel members are appropriately signposted for any required support and/or training.
- To act as a link between the executive staff who have responsibility for welfare and safety and the Board.
- To act as an advocate for welfare and safety, highlighting its importance both with stakeholders and across the organisation.
- To develop personal knowledge and skills in relation to welfare and safety by undertaking training where appropriate and by supporting other Board members in developing their own knowledge and skills.

Skills

- An understanding of the importance of welfare and safety within the context of an organisation.
- A commitment to the development of an organisational culture which supports and embeds welfare and safety across all organisational activity.
- A commitment to developing an understanding of welfare and safety, including safeguarding and other integrity issues.

Commitment

The Welfare and Safety Champion should prepare for and follow-up on actions arising from meetings. Contact with Sport Resolutions' directors, employees and panel members may be required on an ad hoc basis.

This is a voluntary position which is not remunerated other than for the reimbursement of travel expenses to attend board meetings and events.

Last review (date)	March 2023
Reviewed by (name)	Audit & Risk Committee
Next review and approval due (date)	October 2024