

Terms of Reference 15D  
Created November 2020



## HAMPSHIRE COUNTY SAFEGUARDING INCLUSION ASSISTANT

### 1501 Purpose and Skills required

1. The purpose of the County Safeguarding Inclusion Assistant(s) is to ensure that safeguarding of the clubs follows the diversity and inclusion for the county
2. Key Relationships: Deputy CBSM in charge of Inclusion, CBSM, Chair of CB Game Development Committee, CB Executive Director, Chair of CB Board.
3. The person should also have a range of key skills and attributes including: *empathy, approachability, good sense of humour, comprehensive communication (speaking AND listening) skills, objectivity, sound knowledge of relevant RFU policies and procedures, attention to detail, resilience and dedication to the cause of safeguarding young people.*
4. In return, the appointed individual(s) will receive support from the CB, CBSM, Safeguarding Deputy in charge of Inclusion and RFU Safeguarding team in the form of training and regular communications and will receive resources to support them in the delivery of this voluntary role.
5. The County Safeguarding Audit Assistants(s) will ideally have a background in child protection and/or safeguarding, as well as being well versed in Diversity and Inclusion.

### 1502 Composition of Committee and Frequency of Meetings

The County Safeguarding Inclusion Assistant will attend meetings as necessary with the Safeguarding Deputy in charge of Inclusion and also with all Club Safeguarding Officers. (CSOs)  
These meetings can be held Virtually if holding a group meeting is not possible. (Online over a meetings platform)

### 1503 Accountable to

The Safeguarding Deputy in charge of Inclusion, County Safeguarding Manager, Game Development Chairman and the RFU safeguarding Manager for all matters concerning Safeguarding in Member Clubs.

### 1504 Authorised to

undertake any appropriate RFU Safeguarding courses.

### 1505 Tasks

To be an active member of the CB Safeguarding team, and to offer support and guidance to the clubs in the area of Diversity and Inclusion being supportive and helpful at the same time as not being not critical.

### 1506 Additional Tasks that could be delegated to team members

1. To offer guidance and support to Club Safeguarding Officers in all matters on diversity and Inclusion.
2. To distribute literature, electronic communication and new developments concerning the Safeguarding of young people to the CB and clubs as appropriate