

THE INDEPENDENT WELLBEING AND PROTECTION ADVISORY BOARD FOR SCOTTISH FOOTBALL

PROSPECTIVE MEMBER
INFORMATION PACK

JUNE 2022



NOTHING
MATTERS
MORE

CONTENTS

**A/
INTRODUCTION FROM THE
CHAIR OF THE ADVISORY
BOARD AND SCOTTISH FA
CHIEF EXECUTIVE**

**B/
BACKGROUND INFORMATION
ON THE SCOTTISH FA AND THE
INDEPENDENT WELLBEING AND
PROTECTION ADVISORY BOARD**

**C/
THE INDEPENDENT
WELLBEING AND PROTECTION
ADVISORY BOARD
MEMBER ROLE PROFILE**

**D/
EXPRESSIONS OF INTEREST
AND RECRUITMENT PROCESS**



A/ INTRODUCTION FROM THE INDEPENDENT CHAIR OF THE WELLBEING AND PROTECTION ADVISORY BOARD FOR SCOTTISH FOOTBALL

Dear Colleague,

Thank you very much for your interest in membership of the Independent Wellbeing and Protection Advisory Board for Scottish Football.



The role of the Board is to provide advice, guidance and recommendations on all wellbeing and protection matters to the Scottish FA Board and the Wellbeing and Protection Department of the Scottish FA, including on strategies, policies, procedures and practices. The Board also oversees and monitors continuous improvement in wellbeing and protection practices within the Scottish FA and its members.

The Board has a wide-ranging membership covering many aspects of wellbeing and protection experience. Our existing members have professional experience from areas such as education, health, social work, and criminal justice. We also have two members under the age of 25 who are currently involved in Scottish football to provide invaluable insight and advice from the perspective of a young person involved in Scottish football.

We are seeking to recruit three additional members with a broad range of personal and professional experiences who are committed and passionate about the wellbeing and protection of children and adults and are willing to offer leadership, advice and guidance in this important area of Scottish football. We are especially interested in recruiting at least one new member who has professional experience working or volunteering in the area of children's rights and participation and another member who has a background in policy implementation and/or evaluation.

We encourage applications from people with a wide range of experiences and previous Board or senior level experience is not required. If you have a commitment and drive to ensure that wellbeing and protection is at the heart of Scottish football then we would love to hear from you. If you have any questions about the work of the Board then please contact the Wellbeing and Protection team at the Scottish FA at childrenswellbeing@scottishfa.co.uk. I look forward to receiving your expression of interest in due course.

Larry Flanagan

*Independent Chair of the Wellbeing and Protection
Advisory Board for Scottish Football*



INTRODUCTION FROM THE SCOTTISH FA CHIEF EXECUTIVE

Dear Colleague,

Everyone involved in our national game should be part of a culture of dignity, respect and where the wellbeing and protection of those involved is at the forefront of everyone's minds. We know that too often in the past this has not been the culture of football. Change is an ongoing process and whilst improvements have been made, we must do everything in our power to continue to drive the game forward in this area.

Our vision set out in the Scottish FA's Strategic Plan 2021-25, The Power of Football, is that we harness the power of football to inspire the nation, transform lives and build a united and successful game. This vision can only be achieved if we have a culture of inclusivity, safety and wellbeing of everyone involved.

Since its establishment in April 2019, the Independent Wellbeing and Protection Advisory Board has played a pivotal role in advising the Scottish FA and our membership about how we can ensure our culture is one whereby involvement in football is a positive experience and one that enhances a person's wellbeing. The enclosed information and guidance provides further contextual background and information about the Advisory Board. I would reiterate the thanks of the Chair for your interest in membership of the Advisory Board and look forward to working with the successful applicants within the Advisory Board in the future.

Ian Maxwell,
Chief Executive, Scottish FA



B/ BACKGROUND INFORMATION ON THE SCOTTISH FA AND THE INDEPENDENT WELLBEING AND PROTECTION ADVISORY BOARD



The Scottish Football Association is the governing body for football in Scotland. It is a members' organisation, made up of 113 clubs and nine affiliated regional associations. There are seven affiliated national associations and six recognised leagues. The Scottish FA is a member of UEFA and FIFA and holds a position on the International Football Association Board (IFAB), the body that determines the Laws of the Game.

In December 2016 the Scottish FA Board commissioned an Independent Review as a result of a number of adults coming forward to share their experience of sexual abuse in childhood while involved in football. An interim report from this Review was published in July 2018 and the final report in February 2021. The Scottish FA Board is committed to addressing all the recommendations made by the Review.

One of the recommendations from the Review was that the Scottish FA establish an independent group to advise the Scottish FA and its members and act as a mechanism for overseeing and monitoring continuous improvement in this area of Scottish Football. As a result the Independent Wellbeing and Protection Advisory Board was established in April 2019 and is comprised of 8 members alongside the Independent Chair and the Scottish FA Chief Executive.

In August 2019 the Scottish FA published a five year strategy for Child Wellbeing and Protection: Getting it Right for Every Child in Scottish Football. This strategy sets out our vision, mission and values for child wellbeing and protection. The values in this strategy (that we are approachable, accountable, inclusive and empowering) are central to its implementation.

The Independent Wellbeing and Protection Advisory Board has a crucial role in advising on and overseeing the implementation of this strategy.

As an Independent Wellbeing and Protection Advisory Board member you will offer advice, guidance and leadership on the wellbeing and protection of people involved in football. Further guidance on the role is available in the Role Profile.

Membership of the Independent Wellbeing and Protection Advisory Board is a voluntary appointment for an initial period of two years. The Board meets on a quarterly basis at Hampden Park during office hours with a requirement for occasional additional visits, events and meetings. The Scottish FA will reimburse reasonable travel expenses incurred to attend meetings in line with its expenses policy.

The remaining meeting dates for 2022 are:

- Wednesday 5 October, 2pm – 4pm
- Wednesday 7 December, 2pm – 4pm (TBC)

The expected time commitment would be around 4 days annually. Board members must be independent and therefore it is essential that members are not currently undertaking a paid or voluntary role with the Scottish FA or any of its members across Scottish football.

C/ THE INDEPENDENT WELLBEING AND PROTECTION ADVISORY BOARD MEMBER ROLE PROFILE

THE MAIN RESPONSIBILITIES ARE TO:

1. Provide advice, guidance and leadership on wellbeing and protection to the Scottish FA Wellbeing and Protection team, the Scottish FA Board and to all decision making bodies within the Scottish FA.
2. Oversee and monitor continuous improvement in wellbeing and protection practices within the Scottish FA and its members.
3. Monitor the implementation of the Scottish FA's Wellbeing and Protection Strategy and review performance against its ambitions.
4. Act as an ambassador for wellbeing and protection across Scottish football, promoting and embodying the wellbeing and protection values and attending relevant meetings/events if/when required.

THE IDEAL MEMBER MAY: (DESIRABLE CRITERIA)

- be a strategic thinker who is capable of guiding practical implementation.
- have previous or current Board experience.
- have knowledge or experience of sport and/or Scottish football and the current challenges within the sector.

THE IDEAL MEMBER WILL: (ESSENTIAL CRITERIA)

- have significant knowledge, understanding and experience of wellbeing and protection obtained either professionally or through personal experience.
- have significant knowledge of the different partnerships needed to implement good wellbeing and protection practice within an organisation.
- have proven experience of working collaboratively and of questioning, debating and challenging respectfully and constructively.
- be able to influence decision makers at a senior level.
- be discrete and able to handle confidential information with care and sensitivity.



D/ EXPRESSIONS OF INTEREST AND SELECTION PROCESS

Expressions of interest should be submitted through the online form on the Scottish FA website.

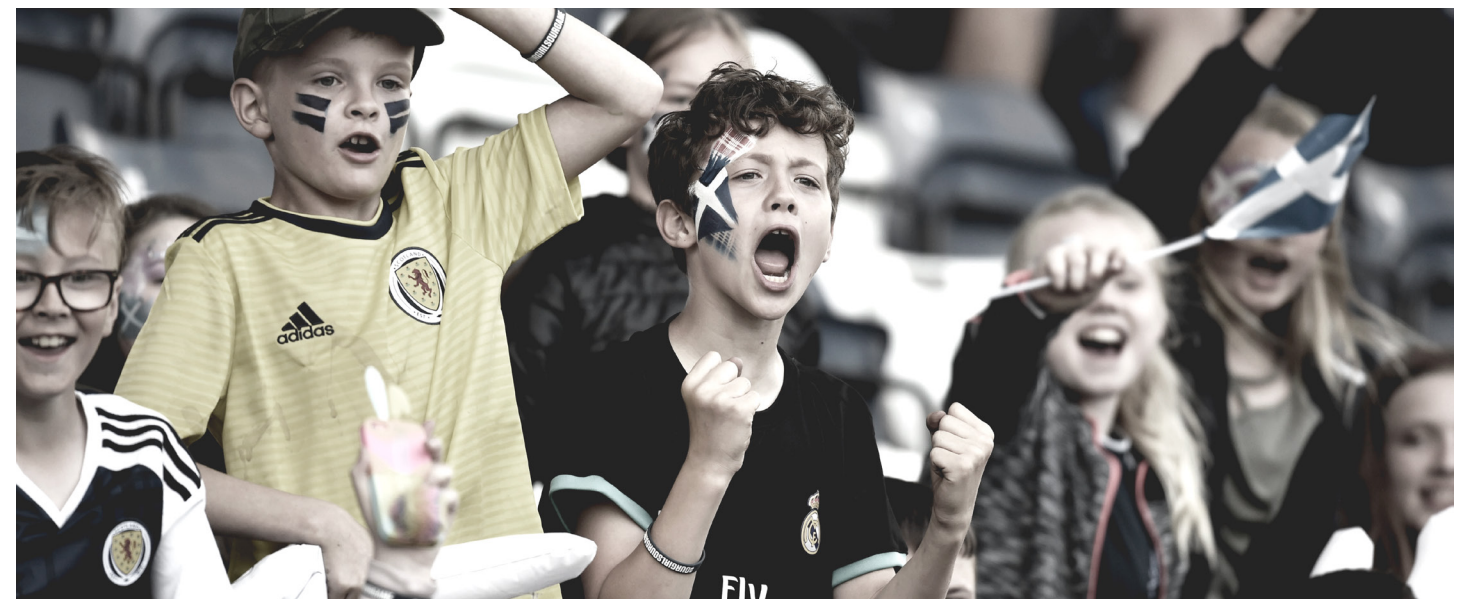


The form asks you to provide some information about you and how we can contact you. It also asks you to answer the following questions:

1. Tell us about the professional and/or personal experience you would bring to the work of the Independent Wellbeing and Protection Advisory Board (max 300 words).
2. Tell us about the skills you would bring to the work of the Independent Wellbeing and Protection Advisory Board (max 300 words).
3. Tell us how you would support the wellbeing and protection values as a Board Member (max. 150 words).

The closing date for expressions of interest is **Friday 15 July 2022**.

In line with the independent nature of the Advisory Board, all expressions of interest will be considered by the Chair and other current members of the Advisory Board. The Chair will then invite shortlisted applicants for a recruitment conversation. Thereafter successful candidates will be contacted by the Scottish FA, with details of their appointment.





WWW.SCOTTISHFA.CO.UK
HAMPDEN PARK | GLASGOW | G42 9AY



NOTHING
MATTERS
MORE