



WALES NETBALL
PÊL-RWYD **CYMRU**

Wales Netball

Non-Executive Director

Safeguarding

Recruitment Pack

March 2026

Welcome

We are looking for an exceptional and committed individual to appoint as an independent Non-Executive Director – someone who is passionate and committed to supporting our unique organisation to help drive our Ymladd 2030 (under development) strategic ambitions. This is an exciting time to be part of our journey and help shape the next chapter of netball across Wales.

Driven by our values of Inspire, Aspire, Respect and Connect, the Board has corporate responsibility for ensuring that Wales Netball complies with any statutory or administrative requirements. The Board is responsible for the strategic purpose, mission and ambitions of Wales Netball. Within this wider remit, individual Board Members support the Chair and CEO in:

- Promoting good practice, corporate leadership, diversity and inclusion and people development within the organisation.
- Driving and measuring the effectiveness and efficiency of Wales Netball and its subsidiary, Welsh Dragons.

In addition, as the Non-Executive Director of our safeguarding activities for our netball communities, you will help ensure we provide and embed a safe and welfare-driven environment across all programmes from grassroots to elite, athletes and performance workforce to our community clubs and national competitions, across Wales Netball and Welsh Dragons.

How to Apply

Send your CV and a short supporting statement outlining your suitability for the role, aligned with the selection criteria, to: recruitment@walesnetball.com

For an informal conversation about this role, contact: helen.c.williams@swansea.ac.uk

Closing Date for applications: Sunday 12th April, 2026, at midnight.

About Wales Netball

As the National Governing Body for Netball in Wales, Wales Netball is a member-based organisation governed by a volunteer Board of Directors. Wales Netball proudly run Welsh Dragons, Wales's only professional netball team; Dragons compete in the newly formed national Netball Super League (NSL 2.0) competition. As a separate subsidiary, Dragons is a commercially driven performance netball franchise. We aim to achieve sustainable growth over the next three years and require careful stewardship to maximise opportunities afforded by participating in a professional league.

Our vision and purpose are clear: we aspire to be the most played sport by women and girls in Wales and enrich lives through netball. We know that netball has the power to transform people's lives; improving health and wellbeing, develop skills, create job opportunities, bring communities together, drive regeneration and impact real change across the breadth of our society. Enriching Wales's communities through netball from grassroots to the elite, our Wales Netball family has over 11,500 members who play, umpire, coach, or support netball across Wales.

About The Role

Wales Netball seek to create safe, positive, and inclusive environments where everyone, from grassroots to elite level, can participate without fear of abuse, harassment, or harm.

We are seeking an experienced and values-led Non-Executive Director of Safeguarding to join the Wales Netball Board. This strategic leadership role is critical in ensuring we are proactive and deliver Wales Netball's commitment to safeguarding all children, young people and adults involved in our activities and events. We recognise our collective responsibility to safeguard the welfare of vulnerable groups by ensuring we have the right processes and procedures to protect them at all levels of our sport. As our NED safeguarding, you will be a source of support, advice and expertise for the wider organisation.

As part of our Board, you will bring safeguarding expertise to help shape proportionate, evidence-informed decisions, ensuring the organisation operates with integrity and in accordance with the Good Governance Codes, company law, and relevant regulatory and statutory requirements.

You will act as a safeguarding ambassador for Wales Netball, championing our vision while contributing to a strong, inclusive and effective Board environment.

Addition Useful Information

Wales Netball: <https://walesnetball.com>

[Safeguarding Overview - Wales Netball](#)

Wales Netball Annual Reports: <https://walesnetball.com/annual-reports/>

Key Responsibilities

As a Wales Netball Board member, you will champion safer netball in Wales and help ensure we act in the best interests of our members and stakeholders. As part of this role, you will work closely with the Executive Team, Safeguarding Leads, the wider Board and will:

- Be a strong advocate and promote a culture of safeguarding accountability, learning and continuous improvement – creating a safer culture and encouraging change.
- Support staff with safeguarding decision-making, thresholds and escalation.
- As Chair of the Case Management Panel, scrutinise and advise on high-level safeguarding concerns, assessing risk and ensuring proportionate and timely responses.
- Scrutinise and audit safeguarding data to inform improvement and risk management.
- Lead and support the creation of a new Safeguarding and Welfare Committee; a multi-disciplinary decision-making group to ensure statutory compliance, manage risks, and oversee the handling of safeguarding decisions.
- Provide expertise and support on the development, implementation and review of safeguarding policies, procedures and guidance.
- Lead discussion, present and engage others in conversations at Board meetings regarding the organisation's safeguarding priorities and requirements against the Safeguarding Implementation Plan.
- Recommend and/or identify further training opportunities for you and Board members to continue to develop the Club's collective safeguarding knowledge.
- Support the Chair, Vice Chair and other Board members with their knowledge and understanding of safeguarding children and adults by encouraging questions and dialogue.
- Attend relevant meetings or events to meet stakeholders and better understand the organisation across our community and high-performance environments.
- Exercise independent judgment on issues of strategy, commerciality, resources and standards of conduct.
- Ensure compliance against Sport Wales's [Arwain Cymru](#) framework of good governance.
- Act in the best interests of Wales Netball with honesty, integrity and good faith.
- Develop & maintain up-to-date knowledge of safeguarding and the legislation in order to ensure the organisation is compliant.
- Learn about and understand the organisations structure & how safeguarding is implemented throughout the organisation.
- Be available to listen to staff, volunteers and members; challenge any poor practice and learn from case reviews to strive for improvement.
- Be a point of contact for staff & volunteers should someone wish to make a Safeguarding complaint directly to the Board
- Maintain regular contact with the CEO and Safeguarding Lead to provide support and keep up to date with progress and areas of concern.
- Prepare safeguarding papers and reports as required by Board.

Personal Specification

In addition to relevant experience, candidates applying for this role will be required to evidence relevant leadership competencies, including:

Competency	Essential	Desirable
Relationship building: you are open-minded, listen to other's perspectives and build positive relationships with diverse stakeholders from a range of backgrounds.	X	
Strategic thinking: you can analyse, use, and draw on a range of evidence to scrutinise organisational performance data, identify improvements and recommend appropriate solutions.	X	
Self-awareness: you evidence an ability to self-evaluate your performance across a range of contexts and learn from past experiences.	X	
Influencing others: you use your understanding of others to influence and work closely with Board members, current and potential commercial partners, and relevant stakeholders.	X	
Communicating: you can clearly communicate complex safeguarding or child protection information with a diverse range of audiences.	X	
Accountability: you hold others, including Executive and Senior Leadership team members, to account by providing suitable levels of independent scrutiny and challenge.	X	
Integrity and resilience: you make objective decisions in the best interests of the organisation, are honest, transparent, and set high standards for yourself and others around you.	X	
Good Governance: you can evidence working effectively with or at Board-level and/or demonstrate knowledge of corporate governance best practices, including legal duties and liabilities of Directors and their importance in achieving organisational success.	X	
Business Acumen: you demonstrate knowledge, or experience of improving internal operations/processes that contribute to achieving success.		X
Sector knowledge: you demonstrate sound understanding of safeguarding statutory compliance and wider safeguarding challenges within the sports sector – including high performance and community contexts - and membership associations more widely.	X	

Terms of Appointment

We are going through a period of organisational change and seek committed Board Members to support and be part of this exciting chapter. The terms of appointment include:

- Initial two-year term, with a maximum tenure of three terms.
- An expected time commitment of around 3 days per month, depending on business needs.
- At least one face to face Board meeting per year, with others being held in a either a hybrid or online format.
- An expectation to attend some Wales Netball and Dragons events, including matches and functions.

Please note that this is a voluntary position, with reasonable expenses reimbursed in line with Wales Netball's policy.

Key Dates

Please keep a note of these dates, if you are successful at stage one, you will be invited to attend an online panel interview.

Stage 1: Application

- Sunday 12th April, midnight: applications close
- From Wednesday 15th April: Stage 1 decisions communicated (via email)

Stage 2: Online Panel Interviews

- Online interviews will be held from week commencing 20th April 2026.

Equality, Diversity, and Inclusion

We welcome and encourage applications from people of all backgrounds. Wales Netball is committed to creating an inclusive culture through a diverse workforce. As part of your application, we have a voluntary equal opportunity form that would help us to achieve this, the form will be emailed once your application has been received.

If you are successful in the initial stage of the application process, we will be in touch to ensure any reasonable adjustments are put in place prior to your interview.