RISE.

Sport Welfare Manager Recruitment Pack

About Us

Thank you for taking an interest in joining our team here at Rise.

As a charity working across Northumberland and Tyne & Wear, we work with partners to collaborate around many of the big issues that are facing our communities today, using the power of sport and physical activity to tackle inequalities and create a higher quality of life for those who need it the most in Northumberland and Tyne & Wear.

Physical activity, sport or just moving more can deliver an amazing, positive impact on both individuals and communities, and can help to address issues as varied as raising the aspirations of children living in poverty, to supporting the mental wellbeing of men at risk of suicide.

We advocate for policy change, share best practice, provide advice, guidance and support, and connect like-minded allies. Our partners include those in health, education, the criminal justice system, transport and planning, and our work supports them to see how physical activity can help them achieve their aims.

In 2021, we launched our 10-year strategy, Rise Together. It presents the opportunity to really position the role of physical activity and sport at the heart of driving positive changes for communities in our region.

Since it's launch, we have learnt a lot, not least about working with complexity and the role of whole systems on individuals, communities and wider populations.

How we respond to that complexity over the next ten years is fundamental to our strategy, and so to help us in our response, we take a systems approach, recognising that outcomes are produced by whole systems, not individual organisations, and so this is the level at which we seek to drive change.

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Vision. Purpose. Mission.

Vision

Our vision sets the context for partnership working in our region.

To create a higher quality of life for communities that need it the most in Northumberland and Tyne & Wear.

Purpose

Our purpose shows how, by unlocking the power of physical activity and effecting system change, we can achieve the vision.

We are here to help our partners to unlock the power of physical activity and to collectively effect the long-term system change in order to positively impact more lives across Northumberland and Tyne & Wear.

Mission

Our mission sets out what will be different as a result of our work. It shows what Rise is accountable for.

To enable our system partners to see things differently, work smarter and miximise their results using physical activity.

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Our Priorities

Building Back Fairer

Using physical activity to support communities to move through and past the Covid-19 pandemic and emerge stronger and more resilient.

Healthy Minds for Healthy Lives

The role of physical activity in supporting mental wellbeing, as well as physical wellbeing.

Community Building

Ensuring physical activity supports communities' ability to develop, integrate and thrive.

Harness Data, Digital and Tech

Ensuring technological developments are utilised to drive the physical agenda forward.

Tackling our Climate Crisis

Physical activity supporting the drive to reduce the rate of global warming and limit climate change.

Strong and Influential Systems Leadership

Physical activity has a prominent and sustained place at the strategic table across the systems of our region.

Our Values

Our values are the foundation of how we act individually and collectively as the Rise team. We will:

Catalyse Change

We believe that change is possible and we're ready to lead the exploration.

Positively Disrupt

To challenge the norm and cause radical change through innovation and learning.

Collaborate

Together we are greater than the sum of our parts. People make the change.

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The Role

Sport Welfare Manager
(2 posts)

£34,000 per annum

Full-time (Fixed term to March 2027)

Applicants will be interested to know that Rise is taking part in the 4 Day Week National Roll Out Programme 2023, with a trial phase from 12th June – 8th December 2023. For the duration of the trial, full time employees will work 30 hours per week between Monday and Thursday, rather than the traditional 37 hours format from Monday to Friday (with no change in salary).

As part of our Hybrid Working approach, we'd like to see you at least once a week in our North Tyneside office.

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The Role

The Whyte Review, published in July 2022, questioned the level of safeguarding responsibility delegated to volunteers at a regional/local level. Sport England's policy response, published with UK Sport in January 2023, committed to fund a professional, national network of Sport Welfare Officers across England, with at least one in each county/sub-region. For the Northumberland and Tyne & Wear region, these two Sport Welfare Officers will be employed by Rise, the active partnership for the area. One of the roles will cover the North of Tyne area (Northumberland, Newcastle-upon-Tyne and North Tyneside) and the other will operate in the South of Tyne area (Gateshead, Sunderland, and South Tyneside).

The roles will lead Rise's safeguarding work across the area, predominantly supporting NGBs, Sports Club Welfare Officers and local community organisations with improving their safeguarding policies and practices, understanding all aspects of welfare (including, inter alia, the impact of Adverse Childhood Experiences (ACEs) and trauma informed practice) and supporting cultural change to create safer and more open and welcoming environments. The postholders will also be tasked with developing close working relationships with statutory services (e.g. LADOs), existing welfare networks and safeguarding partnerships at a local level to promote safeguarding and welfare in sport/physical activity. Their work locally will also support regional and national objectives in this space.

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Terms and Conditions

Salary: £34,000 per annum
Contract: Fixed term to March 2027

Annual Leave: 28 days plus public holidays (although please note that during the 4 Day Week trial period, this is reduced by 20%)

Contributory Pension Scheme: Rise offers a Defined Contribution Pension Scheme to our staff. Employee contributions are from 2%, and Rise contributes 6%

Probationary Period: 6 months

Hours: 37 hours per week however we are currently undertaking a 6-month pilot of a 4-day working week, so this will reduce to 30 hours a week, Monday-Thursday between 12th June – 8th December 2023.

How to apply

All applications must be submitted to recruitment@wearerise.co.uk using the application form which is available by clicking the link below.
We would also like you to submit up to five examples of your work with your application.
Please note CVs will not be accepted.

For an informal discussion about the role, please contact David Marrin (Business & Strategy Director) via email at david.marrin@wearerise.co.uk.

Closing date for applications: 30th November 2023

Anticipated interview date: 19th December 2023

Job Description Application Form Person Specification

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Employee Benefits

·28 days holiday (FTE), plus Bank Holidays, (although please note that during the 4 Day Week trial period, this is reduced by 20%)

·Company sick pay (full pay for varying periods of time, depending on length of service)

·Group personal pension: employer contribution of 6%

·Group life assurance: four times salary (subject to insurance underwriting terms)

·Flexible working, including working from home

·Internal & external learning and development support

·Access to a 24/7 employee assistance programme

·Free eye tests and a contribution when glasses are required

·Cycle to work scheme: saving on purchases of bikes and bike equipment through monthly salary sacrifice payments

·Access to the Benefit Hub: Enjoy discounts, rewards and perks on thousands of the brands you love in a variety of categories

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Our statement on Equality, Diversity & Inclusion

We recognise that we live in a diverse society and that some groups of people do not have equal access to sport and physical activity, and this is something we are committed to challenging and addressing.

We want to tackle the inequalities that exist, promoting and enabling equal access to sport and physical activity and supporting under-represented individuals, groups and communities be able to take part, and to feel comfortable doing so in whatever activity they choose.

We will focus on encouraging and advocating for policies and practices that promote equality, diversity and inclusion at all levels in sport and physical activity, including ensuring that it is embedded in projects and programmes that we support and fund.

We will also encourage our partner organisations and other providers that we work with to adopt and demonstrate their commitment to the principles and practices of equality, diversity and inclusion.

We are fully committed to supporting the principle and practice of equality of opportunity, treating everyone according to their needs, and being as diverse and inclusive as we possibly can be.

Our statement on the Environment and Sustainability

Rise is committed to the concept of sustainable development, i.e. meeting the needs of the present without compromising the ability of future generations to meet their own needs. Concern for the environment is an integral and fundamental part of this commitment.

We are equally committed to delivering on our strategic priority of ensuring that physical activity is supporting the drive to reduce the rate of global warming and limit climate change, as we are to our commitment to reduce the impact on the environment from our own operations as an organisation.

We were proud to achieve Investors in the Environment (Bronze) accreditation in December 2022, as well as having provided a validated carbon footprint according to the future Net Zero Standard accreditation. We are now striving to reduce out Carbon Footprint in order to achieve net zero.

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