

Disability Development Officer

JOB DESCRIPTION

The Job Description summarises the major roles and responsibilities of the appointment. It is not intended to exclude the job holder from being asked to undertake any other activities as required from time to time by the Head of Community Programmes, nor future changes to the job holder's responsibilities. The precise duties and responsibilities of any job may be expected to change over time. Job holders will be consulted over any proposed changes to this job description before implementation.

Job Title:	<u>Disability Development Officer</u>
Contract:	2-year Fixed term
Salary:	£23,000 - £24,000 dependent on experience + expenses
Benefits:	Life Cover, Company Pension, On-site parking
Hours per week:	Full time – 35 hours per week
Responsible to:	WCF Head of Community Programmes & Super 1s Programme Manager
Location:	New Road, but throughout Worcestershire and Dudley as required by the Head of Community Programmes

Job Context:

Mission

Using cricket to provide opportunities for every individual across all our communities.

Vision

Empowering a county that is active, inclusive and supported through cricket for all.

Values

- **We are inclusive** – Ensuring cricket is accessible and enjoyable for everyone, across our diverse communities.
- **We are collaborative** – Working with local communities, clubs, schools and partners to amplify our impact.
- **We are investing** – Devoting resources to nurture our people and grow our programmes.
- **We have heart** – Infusing ambition, positivity and passion into everything we do.

Worcestershire Cricket Foundation in partnership with the Lord's Taverners wish to appoint a Development Officer to continue to grow the disability cricket programme across Worcestershire.

Summary of Job Purpose:

Through Super 1s, the officer will provide community-based cricketing opportunities, both competitive and coaching, for young people with disabilities. The Development Officer will use the power of cricket as a tool for change, increasing confidence, communication, leadership, and independence in the participants.

The role will also oversee other disability initiatives including SEND delivery (table cricket & soft ball), Disability Champion clubs and the Disability Pathway which directly contribute to the strategy of WCF and the ECB / Lord's Taverners partnership.

Role Description & Person Specification

Main Job Role:

Super 1s

- To maintain 7 existing hubs across Worcestershire, building participation and competitive opportunities, while addressing prevalent social issues by delivering life skills workshops alongside cricket activities within the community and promoting healthy lifestyle choices
- To promote and develop disability cricket in community hubs and offer both participation and competitive opportunities
- Develop initiatives that increase confidence, communication, leadership and independence
- Ensure participants personal growth can develop beyond cricket
- Deliver a year-round Super 1s programme that is diverse, inclusive and is open to young people aged 12-25 with a disability from the community
- Create a programme centred on delivering positive social outcomes for young people with a disability, developing participant's personal skills and future prospects through cricket
- Develop a competitive opportunities that engages all Super 1s hubs in a minimum of 3 competition days annually
- Create a sustainable disability pathway for players of a higher ability

SEND programme

- Extend the reach of cricket to new SEND settings
- Ensure more young people with SEND have the opportunity to engage in the most appropriate form of cricket (primarily using table cricket and soft-ball cricket where appropriate)
- Continue to work within SEND settings already engaged in the table cricket and embed sustainability through teacher training
- Transition more young people with a disability to community settings such as Super 1s, Champion Clubs and other appropriate community offers
- Train and upskill teachers & group leads to deliver Table Cricket sessions within their school or group (alongside participant delivery)
- Run a county-wide Table Cricket and soft ball competitions that feed into Lord's Taverners regional structure. Table Cricket County competitions must provide a competitive opportunity

for active schools and target participants that have limited access to mainstream competitive opportunities

- Recruit and train Young Leaders across both Super 1s and table cricket to support disability cricket activity
- Ensure the SEND programme connects with the Super 1s programme and other community offers by providing a pathway for engaged participants

Disability Pathway Cricket

- To maintain and grow the existing offer of VI, Softball development centre and D40 hardball squads
- Develop a high quality, robust year-round training programme for each squad
- Deliver high quality disability performance sessions, both hardball and softball
- Liaise with other county boards / foundations to organise fixtures and festivals

Job Purpose:

- To develop and deliver a strategy to implement the WCF disability programmes aligned to the needs of the local community.
- Develop partnerships to enhance the impact of Lord's Taverners programmes and the wider county disability plan
- Manage all programme data requirements of the SEND & Super 1s programmes ensuring timely and accurate data is collected and recorded on the Upshot monitoring system
- Maintain regular communication and dialogue, whilst also capturing feedback, opinion and a review of satisfaction
- Provide formal written reports and case studies, and ensure that all monitoring and evaluation is undertaken as required
- Work closely with existing cricket clubs to engage with disabled people where possible
- Support the development of the wider pool of volunteers and sports coaches by mentoring and / or signposting for opportunities both formally and informally
- Ensure the branding and identity of the programmes within delivery
- To collect case studies to highlight the positive impact of the programme in both locations.
- Deliver quality, innovative programmes, health activities and opportunities to engage all members of the community into the game of cricket through Super 1s Hubs.
- Develop extended partnerships with external partners and stakeholders resulting in an enhancement of cricket development plans/strategies.
- Delivery of a year-round cricket programme that is diverse and inclusive, and attracts girls and boys as well as the wider community.
- To carry out other such duties which may occur from time to time, develop or be assigned.

PERSON SPECIFICATION

Knowledge, Education and Experience

Essential criteria

- High levels of energy and enthusiasm and the desire to succeed
- Excellent understanding of delivering positive social outcomes for young people through sport
- Experience of working within sports for development with recreational sports clubs and community groups
- Experience and insight in disability
- Experience of partnership working and the ability to create strong and sustainable links
- Experience of working in both school and community settings
- Experience of mentoring, supporting and encouraging volunteers and young people.
- Experience of working with children with behavioural and special needs.
- Good project management skills and ability to prioritise and work to deadlines
- Understanding of the local landscape and community, in particular local authority.
- Computer literate including using databases.
- Holder of a current full driving licence with access to their own vehicle.
- ECB Level 2 or equivalent accredited coach
- Has a right to work in the UK.

Desirable criteria

- A good knowledge of the structure of cricket (UK and Internationally)
- Significant cricket coaching experience within a club/community environment
- Experience of coaching in a performance setting
- Understanding of table cricket and Lord's Taverners programmes
- Experience in workshop delivery
- Experience of working with inactive people in recreational sport and/or physical activity sessions
- Funding bid writing experience
- DBS verified, First Aid & Safeguarding qualifications.

The successful post holder will be:

- Committed to improving the lives of young people.
- Committed to their own personal professional development and play an active role in the professional development of colleagues.

- Represent the Lord's Taverners and Worcestershire Cricket Foundation in a positive and professional manner at all times.
- Ensure the health, safety and welfare of yourself, participants and others at all times.
- Conduct sessions in accordance with the appropriate ECB guidelines and good practice.
- Take part in other activities as and when required.
- Perform all duties in an equitable manner and to actively promote the principles of equality amongst colleagues, partners and service users.
- Conform to, actively commit to and promote both the Lord's Taverners and Worcestershire Cricket Foundation's values when using any communication.

Qualifications:

The Job Holder will ideally have:

- Eligibility to work in the UK.
- ECB Level 2/Foundation 1 accredited coach.
- First aid certificate.
- Safeguarding in Cricket Level 2 certificate
- A full clean current driving licence.
- An up to date ECB DBS check and registered on update service.

Hours:

This is a 35 hour per week role with flexible hours, including evenings and weekends, to support delivery of Super 1s hubs and disability performance sessions. The post holder will be required to carry out their duties at such times and on such days that are the most effective to perform the responsibilities of the position.

Safeguarding:

Worcestershire Cricket Foundation and Lords Taverners are committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services.

Equality of Opportunity:

Worcestershire Cricket Foundation will ensure that all existing and potential employees receive equal consideration and is committed to the elimination of unlawful or unfair discrimination on the grounds of age, gender, gender reassignment, marital or civil partner status, disability, race, colour, ethnic or national origin, religion/belief or sexual orientation.

All applicants will have equality of opportunity during our selection processes.

If you require further information about this post, please contact Head of Community Programmes, Elsa-Marie Evans:

Elsa-marie.evans@worcestershirecricketfoundation.co.uk

07392 085764



LORD'S TAVERNERS
Empowering young people through cricket



WORCESTERSHIRE
CRICKET FOUNDATION

Super
1s

If you would like to be considered for this vacancy please apply through the below application form link: <https://forms.office.com/e/RJtp02FPMA>

Deadline for applications is midnight on: 2nd September 2025. With interviews to be scheduled from the week commencing 8th September.

Successful interview candidates will be contacted by Friday 5th September.