

Welcome thought:

**What does welfare in sport
mean to you?**

**Georgina Usher, CEO of
British Fencing**

***"Safeguarding and
welfare is the foundation
of every great sporting
experience from
participation to podium."***



Bobs Fox

Sport Welfare in

Hertfordshire

More People **More Active** **More Often**

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SWO Network Background



Sport England's and UK Sports Policy Response to **The Whyte Review**



Professional network of 63 dedicated officers within the 42 **Active Partnerships**.



Investing 14.83 Million of National Lottery Money towards the SWO Network.



Sport England Funding – 2023 until 2027

Our Aims & Responsibilities

- Support **Clubs** and **National Governing Bodies** towards better practice and safe sporting environments.
- Improving and implementing a consistent and comprehensive local to national approach to safeguarding and welfare.
- A better-informed system. With **insight, research and data** being used to drive on-going learning and innovations.

Sport Welfare



Bobs Fox – Sport Welfare Officer

The Herts Sport & Physical Activity Partnership recognise the challenges in getting safeguarding right, and we're here to help.

We can:

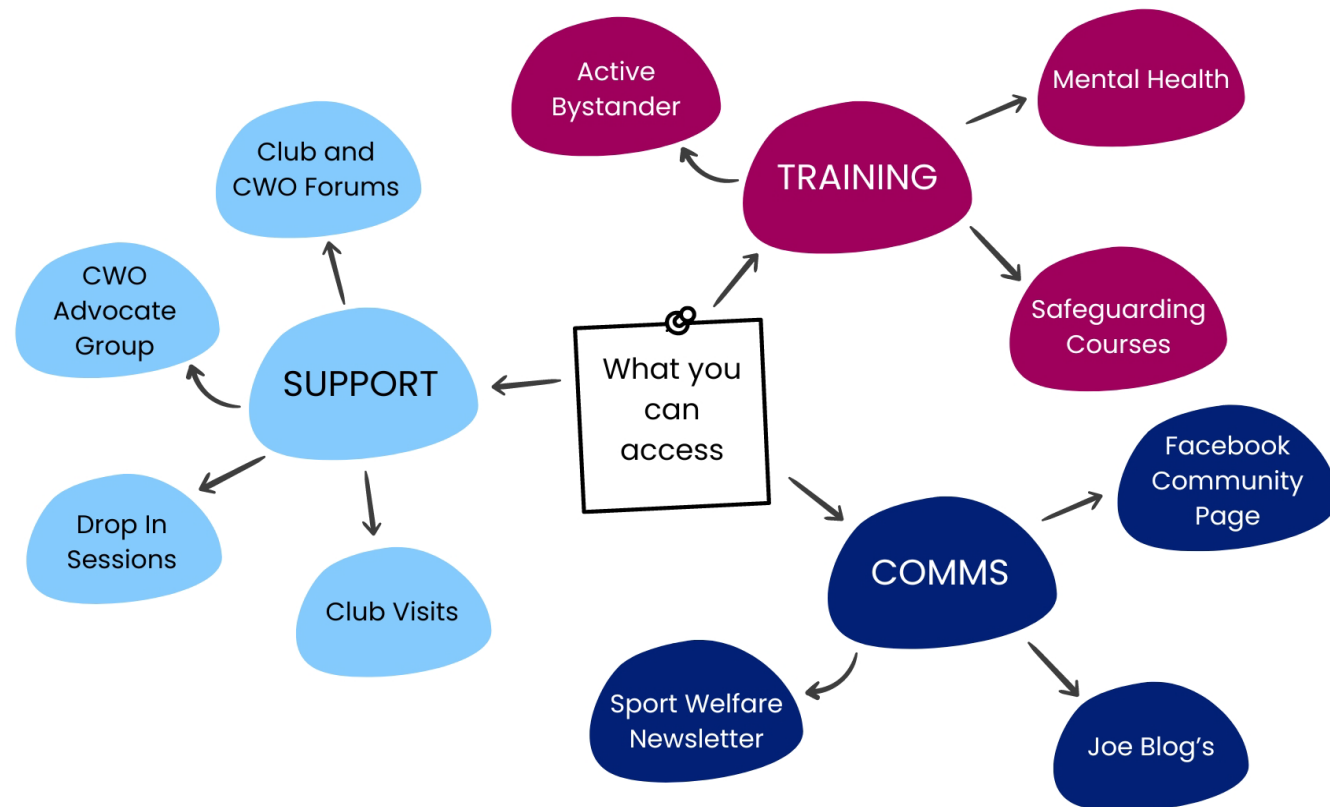
- ✔ Provide you support on safeguarding and welfare.
- ✔ Work with you to create a safer culture within your organisation.
- ✔ Provide training and events.
- ✔ Signpost you to the right advice and guidance.
- ✔ Recognise, share, and develop best safeguarding practice.

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Visit Our Website
<https://sportinherts.org.uk>

Herts
**Sport &
Physical
Activity**
Partnership

**Sport
Welfare**
In Hertfordshire

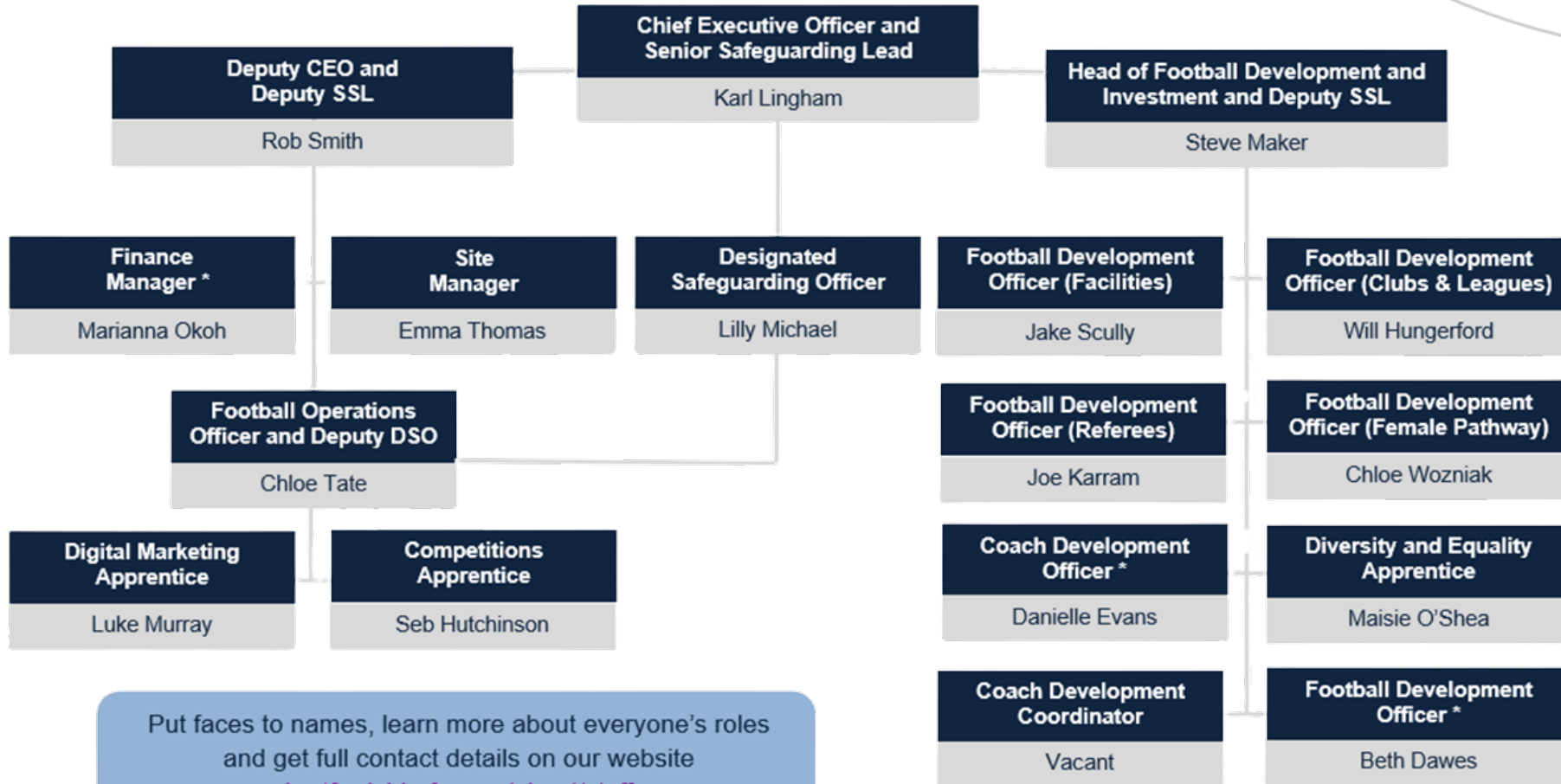




Hertfordshire FA

DSO - LILLY MICHAEL

Hertfordshire FA Team



Put faces to names, learn more about everyone's roles and get full contact details on our website

hertfordshirefa.com/about/staff

* Part Time Roles

KEY THEMES

Voice of the Child



Bystander Behaviour



Engagement & Upskilling



WHAT WE'RE DOING?



Training

Training both staff and Clubs



Validation Visits

Structuring this around the team and FA Guidance



Communication Strategy

To improve direct communication across the network

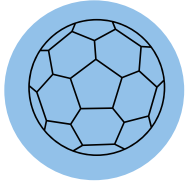


Partnerships

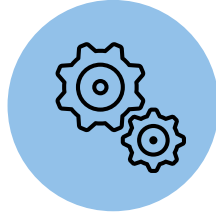
Working collaboratively with both internal and external agencies.



OUR NETWORK



602 Clubs



3477 Teams



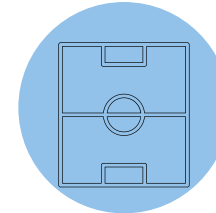
36,731 Male Players



7,536 Female
Players



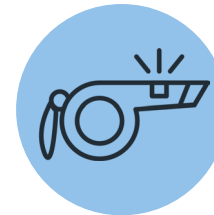
504 Disability
Players



4,427 Volunteers



5912 Coaches



1189 Referees

CLUB WELFARE OFFICERS

In Hertfordshire grassroots football, a Club Welfare Officer (CWO) plays a vital role in ensuring the safety and wellbeing of children and young people involved in the game



Safeguarding

CWOs are responsible for promoting and implementing The FA's safeguarding policies at club level.



Reporting Concern

CWOs are the first point of contact for any safeguarding concerns and must know how to refer issues appropriately.



Compliance

Ensuring that all relevant club personnel have up-to-date DBS checks and safeguarding training.

2025-2026	SAFEGUARDING REQUIREMENTS FOR CLUBS WITH YOUTH TEAMS				 ENGLAND FOOTBALL
Roles	FA DBS Check	Safeguarding Children Course	Safeguarding for Committee Members Course	Welfare Officer Course	First Aid Course
Club Secretary		 Recommended	 Mandatory		
Club Chair		 Recommended	 Mandatory		
Club Treasurer		 Recommended	 Mandatory		
Club Welfare Officer (Including Assistants)	 Mandatory	 Mandatory	 Mandatory	 Mandatory	
Other Committee Roles		 Recommended	 Recommended		
Team Manager/Coach (Including Assistants)	 Mandatory	 Mandatory			<i>(If England Football Accredited, one per team).</i>  Mandatory Otherwise Recommended
Team Medic/First Aider (Including Assistants)	 Mandatory	 Mandatory			 Recommended

CASE STUDY



A Club Welfare Officer (CWO) was approached by an individual keen to begin coaching immediately. When asked to provide standard onboarding details (e.g., date of birth, FAN number), the individual became evasive and refused.

Concerned, the CWO contacted other clubs for background information. Upon attempting to register the individual, the system flagged a suspension. The CWO escalated the matter to the safeguarding team.

Following a formal request from the club, it was confirmed that the individual was under a safeguarding suspension and therefore not permitted to coach.

QUESTIONS ?





THANK YOU

Discussion

**What best practice
examples have you
seen?**

**What do you want
to see from your
SWO?**

Keeping

Your Child Safe



in Sport

Positive Pledge Card



As a parent/guardian, I understand the important role I play in shaping my child's sporting experience. I commit to supporting a positive environment for all children, coaches, officials, and spectators, I pledge to the following:

Support

Win or lose, enjoyment over results

Let Coaches Coach, and Officials Officiate

Without interference

Promote Fun and Inclusion

Encouraging everyone, equally

Be a Role Model

Demonstrate sportsmanship, setting an example

Use Mindful Language

Refraining from any form of abuse

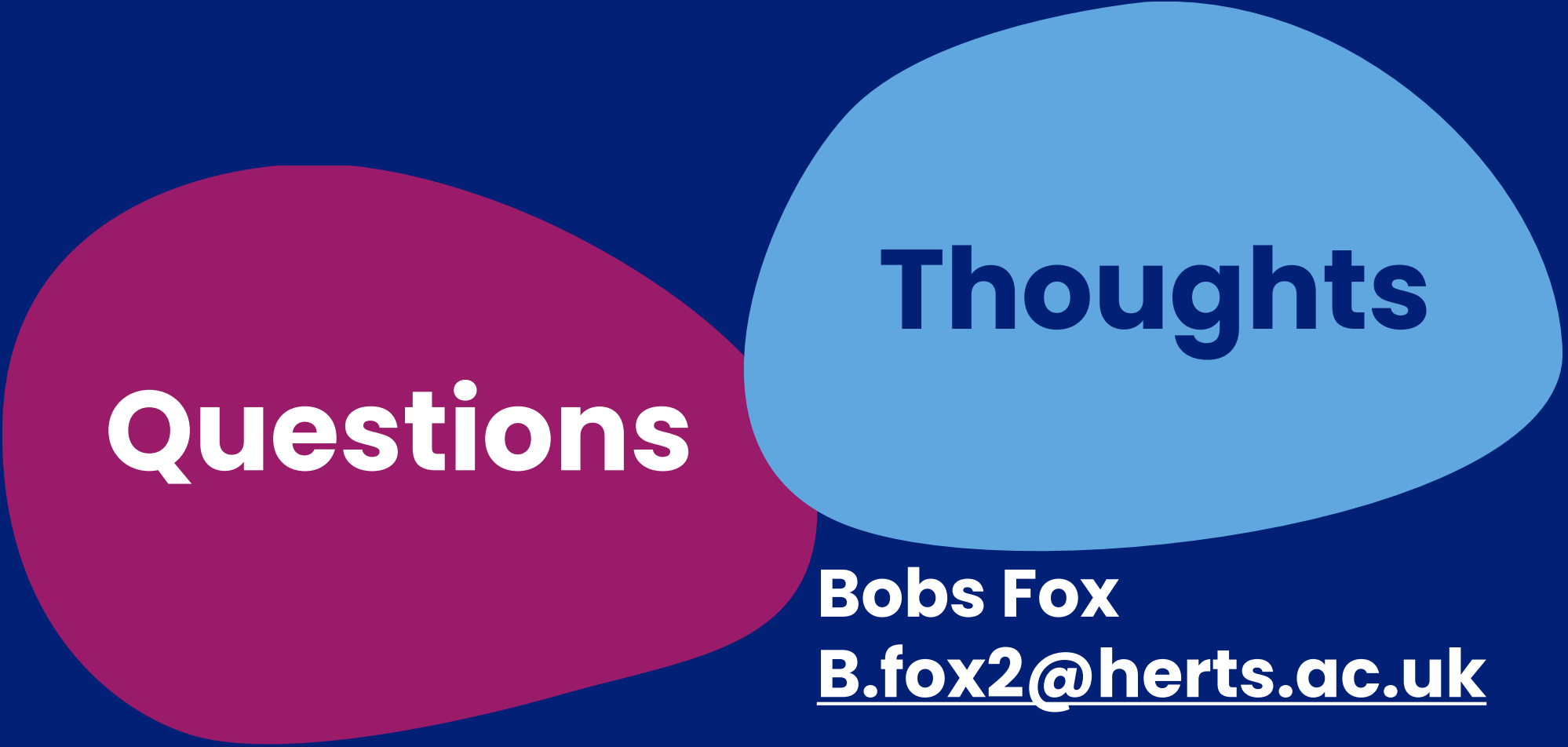
Have Respect

For everyone

Name

Signature





Questions

Thoughts

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Sport England – Anne
Whyte Review



Sport Welfare
Newsletter



Sport Welfare
Facebook Group