



# HAMILTON ACADEMICAL FOOTBALL CLUB LIMITED

Broadwood Stadium, 1 Ardgoil Drive, Cumbernauld. G68 9NE



## Child Wellbeing & Protection Officer (CWPO)

**Location:** Broadwood Stadium, Scotland

**Contract:** Full-time (evening and weekend availability required) 30hrs per week

**Salary:** Competitive, commensurate with experience

**Reports to:** Sporting Director (with independent access to the Chair of the Board)

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### About Us

Hamilton Academical FC is proud to be a professional football club competing under the governance of the SPFL and the Scottish FA. We are committed to ensuring a safe, positive, and inclusive environment for every child and young person who engages with our club - from academy players and mascots to community participants.

We are now seeking a **Child Wellbeing & Protection Officer (CWPO)** to lead and embed best practice safeguarding across all areas of our operations.

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### The Role

The CWPO will be the visible, approachable lead for child wellbeing and protection at the club. You'll provide independent advice, oversee safe recruitment and training, handle concerns and referrals, and ensure compliance with all **Scottish FA regulations, SPFL standards, National Guidance for Child Protection in Scotland, GIRFEC (SHANARRI), and the PVG Scheme.**

You will work closely with senior leadership, football staff, volunteers, parents, and external agencies to ensure that children's rights are respected, voices are heard, and safeguarding standards are consistently met across the first team, academy, and community programmes.

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### Key Responsibilities

- Lead the implementation and review of the Club's Child Wellbeing & Protection Policy in line with the Scottish FA framework.
- Act as the **first point of contact** for any child wellbeing or protection concerns.
- Manage concerns and, where necessary, make referrals to Police Scotland, Social Work, or the Scottish FA.
- Oversee safer recruitment processes, including PVG checks and training compliance.
- Deliver and track safeguarding training across staff, volunteers, and players.
- Ensure safeguarding standards are met for fixtures, tours, travel, and community events.
- Provide regular reports to the Club Board and ensure licensing evidence is maintained.
- Promote a culture where children feel safe, respected, and able to speak up.

A Company Registered in Scotland No: 5420

VAT Registration: 817 0630 48

[www.hamiltonacciesfc.co.uk](http://www.hamiltonacciesfc.co.uk)

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## About You

We're looking for someone with strong safeguarding expertise and the confidence to influence at all levels of a football club.

### Essential requirements:

- Proven experience in safeguarding, child protection, education, youth work, social work, or similar.
- Strong knowledge of Scottish child protection frameworks, including **National Guidance (2021/2023 update), GIRFEC, SHANARRI, and the PVG Scheme**.
- Completion (or willingness to complete within 3 months) of the Scottish FA's safeguarding training pathway: *Children's Wellbeing in Scottish Football, Managing Children's Wellbeing, and Responding to Concerns (CWPO)*.
- Excellent communication skills with both adults and children.
- Ability to handle sensitive information and make sound safeguarding decisions.
- PVG Scheme membership for regulated work with children (or ability to obtain).

### Desirable:

- Experience in professional sport or football environments.
- Training delivery experience.
- Knowledge of Scottish FA Club Licensing requirements.

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## Why Join Us?

This is a pivotal role where you will make a direct impact on the safety, well-being, and development of young people in football. You'll be empowered with independent access to the Board, the authority to stop unsafe practices, and the support to embed a safeguarding culture across the club.

At Hamilton Academical FC, safeguarding isn't just compliance - it's part of who we are.

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## How to Apply

Please send your **CV and a cover letter** outlining your suitability for the role to [careers@acciesfc.co.uk](mailto:careers@acciesfc.co.uk) by **26<sup>th</sup> August 2025**.

For an informal discussion, contact **Scott Leitch** – [scott@acciesfc.co.uk](mailto:scott@acciesfc.co.uk).