

The Pony Club

Head of Safeguarding

The Pony Club is seeking an experienced safeguarding professional to provide strategic leadership for safeguarding, integrity and culture across the organisation.

The Head of Safeguarding is a senior leadership position within The Pony Club, responsible for ensuring that The Pony Club has a robust, effective and continuously improving framework for protecting children, young people and adults at risk, responding appropriately to concerns, managing safeguarding risk and embedding a culture in which everyone feels safe, respected, included and able to speak up.

Reporting to the Chief Executive Officer and as a member of the Senior Management Team, the Head of Safeguarding will provide expert safeguarding leadership and professional advice to the CEO, SMT, Board and wider organisation, ensuring that safeguarding is integrated into organisational strategy, governance, operations and decision-making.

The role will provide strategic oversight of the central safeguarding function, including the Safeguarding & Disciplinary Case Manager and Lead Safeguarding Officer, and will provide strategic leadership for the network of Branch and Centre Safeguarding Officers.

The role sits above the operational case management function and will provide strategic oversight, professional leadership, standards and appropriate escalation rather than duplicating the substantive case management responsibilities of the Safeguarding & Disciplinary Case Manager. The Head of Safeguarding will ensure that safeguarding is treated as a core organisational responsibility rather than solely the responsibility of the Safeguarding Team.

Key responsibilities

- Lead the development, implementation and continuous improvement of The Pony Club's safeguarding strategy, framework, policies and procedures for children, young people and adults at risk.
- Provide strategic safeguarding advice, professional challenge and assurance to the CEO, Senior Management Team, Board, committees and senior colleagues, ensuring safeguarding considerations are incorporated into organisational strategy and decision-making.
- Ensure that safeguarding is treated as a core organisational responsibility across The Pony Club's central functions, Branches, Centres, events, activities and wider membership.
- Establish clear safeguarding standards, expectations and accountability across The Pony Club.
- Maintain oversight of emerging safeguarding risks, legislation, statutory guidance, national standards and good practice, ensuring The Pony Club's approach remains current, risk-based, evidence-informed and proportionate.
- Develop and maintain an organisational safeguarding implementation plan, identifying priorities, actions, responsibilities, timescales and measures of effectiveness.
- Lead safeguarding assurance activity, including audits, reviews, compliance monitoring and action planning, and ensure that recommendations and identified improvements are implemented.

- Provide professional challenge where organisational decisions, practices or behaviours may create safeguarding risk, including to senior colleagues and organisational decision-makers.
- Provide strategic oversight of The Pony Club's safeguarding case management framework and act as the senior escalation point for complex, high-risk or particularly sensitive safeguarding matters.
- Provide expert safeguarding advice on complex cases, risk management, thresholds, referrals and appropriate routes to resolution, ensuring matters requiring independent consideration, formal investigation or specialist decision-making are appropriately progressed.
- Ensure that appropriate arrangements are in place for responding to immediate and serious safeguarding risks, including referral to statutory agencies where required.
- Provide professional oversight of safeguarding investigations, ensuring that they are appropriately scoped, independent where required, proportionate and conducted in accordance with fair process.
- Ensure that learning from safeguarding cases, complaints, investigations and reviews is translated into changes in policy, practice, training and culture.
- Maintain appropriate oversight of case trends, themes, risks and organisational learning without unnecessarily duplicating the detailed case management undertaken by the Case Manager.
- Provide effective leadership, supervision and professional support to the Safeguarding & Disciplinary Case Manager and Lead Safeguarding Officer, ensuring clear roles, responsibilities, delegated authority and escalation routes.
- Ensure that the central safeguarding function has the capacity, expertise, systems and resources required to operate effectively, and support the professional development and continuing professional development of safeguarding staff.
- Provide strategic leadership and oversight of the Branch and Centre Safeguarding Officer network, ensuring consistent organisation-wide arrangements, clear boundaries and appropriate routes for escalating concerns to the central safeguarding function.
- Lead the development of a proactive safeguarding culture, with a focus on prevention, early intervention, openness and accountability.
- Develop and oversee safeguarding learning and development, ensuring that training and education are appropriate to different roles and responsibilities and that people understand how to recognise and report concerns and feel confident that concerns will be taken seriously.
- Ensure that the experiences and voices of children, young people and adults with lived experience are appropriately considered in the development of safeguarding practice.
- Ensure that diversity, equity and inclusion are embedded within The Pony Club's safeguarding strategy, policies, practice, training and culture, recognising the ways in which discrimination, inequality, power imbalances and barriers to participation can create or increase safeguarding risk.
- Provide strategic leadership for the integrity aspects of The Pony Club's safeguarding and wider people-protection framework, including appropriate policies, processes and escalation routes

relating to integrity, whistleblowing, conflicts of interest, codes of behaviour and misconduct where these fall within The Pony Club's remit.

- Maintain an effective working relationship with British Equestrian in relation to matters within the wider Pony Club integrity framework, ensuring that responsibilities and referral routes are clear and understood.
- Provide regular safeguarding and integrity reports, papers and briefings to the CEO, SMT, Board, committees and other governance groups, providing meaningful assurance while protecting confidentiality and personal information.
- Develop appropriate safeguarding and integrity performance measures and indicators and provide assurance that safeguarding risks are being appropriately identified, managed and mitigated.
- Develop and maintain effective professional relationships with relevant statutory safeguarding agencies, safeguarding partnerships, police, children's social care, adult safeguarding services, LADO services and other specialist safeguarding agencies.
- Represent The Pony Club at appropriate external safeguarding meetings, forums, strategy discussions and professional networks.
- Work collaboratively across The Pony Club, including with the Head of Operations, Head of Charity, HR and colleagues responsible for governance, legal, communications, membership, education and events, to ensure safeguarding is appropriately integrated into organisational activity.
- Provide strategic oversight of safeguarding arrangements for The Pony Club's events, activities, competitions, camps and other programmes, ensuring appropriate safeguarding standards, procedures and risk-management expectations are established.

About you

The successful candidate will have significant professional experience in safeguarding, child protection, adult safeguarding, welfare, regulatory or related work, including substantial experience of managing complex safeguarding matters and providing safeguarding leadership at a strategic or senior organisational level.

You will be able to demonstrate:

- A relevant professional qualification and/or recognised safeguarding or child protection qualification, supported by substantial relevant experience.
- Extensive knowledge of safeguarding legislation, statutory guidance and professional practice relating to children, young people and adults at risk across England, Wales, Scotland and Northern Ireland.
- Strong understanding of safeguarding thresholds, risk assessment, information sharing, referral pathways and multi-agency working.
- Significant experience of working with statutory agencies and/or other specialist safeguarding partners.

- Strong understanding of safer recruitment, safeguarding training, organisational safeguarding standards and safeguarding assurance.
- Experience developing, implementing and reviewing safeguarding policies, procedures, strategies and organisational frameworks.
- Knowledge of current and emerging safeguarding risks, including contextual safeguarding and risks associated with digital environments and social media.
- Understanding of how power, inequality, discrimination and exclusion can affect safeguarding risk and people's ability to access support, together with a commitment to embedding diversity, equity and inclusion within safeguarding practice and organisational culture.
- Experience advising senior leaders, executive teams and/or boards on safeguarding risk and organisational responsibilities.
- Experience developing safeguarding strategies, implementation plans, standards and assurance frameworks and translating findings into improvement activity.
- Significant experience of complex safeguarding case management, risk assessment and escalation, including experience of overseeing or commissioning safeguarding investigations.
- Experience of making or overseeing high-level safeguarding decisions and recognising when independent decision-making, specialist advice or statutory intervention is required.
- Strong understanding of fair process, confidentiality, data protection and appropriate information sharing.
- Ability to remain objective, evidence-led and professionally curious when dealing with highly sensitive or contested matters.
- Experience of managing significant safeguarding incidents or crises calmly and effectively.
- Strong understanding of integrity principles, including conflicts of interest, whistleblowing, codes of behaviour, misconduct and ethical decision-making.
- Sufficient knowledge of the anti-doping framework to understand organisational responsibilities, risks and appropriate referral routes.
- Understanding of the distinction between safeguarding, disciplinary, regulatory and integrity processes and how these may interact.
- High levels of personal integrity, professional independence, discretion and ethical judgement, with the ability to provide constructive challenge, including to senior colleagues and organisational decision-makers.
- Exceptional communication and interpersonal skills, including the ability to communicate complex safeguarding issues clearly to non-specialist audiences and handle emotionally distressing, highly sensitive or contentious matters with empathy, confidence and professionalism.
- Strong influencing and relationship-building skills and experience developing and delivering safeguarding or culture-change education and awareness activity.

- Excellent organisation, prioritisation and time-management skills, with the ability to work strategically while maintaining appropriate oversight of operational risk.
- Resilience and the ability to work effectively under pressure, manage ambiguity and competing priorities.
- A demonstrable commitment to continuing professional development and to creating safe, inclusive, respectful and positive environments.

Experience of leading safeguarding within a National Governing Body, sporting organisation, charity, membership organisation or other regulated environment would be desirable, as would experience of safeguarding across both children and adults, organisational culture change, developing integrity frameworks, working with a network of regional, branch, club or volunteer safeguarding officers, and developing safeguarding assurance, audit or standards frameworks.

Experience of working within an equestrian or wider sports environment and knowledge of the sports integrity landscape, including anti-doping, competition integrity and regulatory frameworks, would also be desirable.

The Pony Club is committed to creating a diverse and inclusive organisation and to creating an environment in which everyone can participate safely, feel respected and included, and have confidence that concerns will be listened to and acted upon appropriately.

Role: Head of Safeguarding

Hours: Full-time – 9-5

Location: Hybrid with time in the Shrewley office

Salary Banding: £60k - £70k

Reporting to: Chief Executive Officer

Management responsibility: Safeguarding & Disciplinary Case Manager, Safeguarding Officer

Senior leadership: Member of the Senior Management Team

How to apply

To apply, please submit an Expression of Interest to HR@pcuk.org by Mon 16th November 2026, together with:

Please submit:

- An up-to-date CV outlining your relevant experience and qualifications.
- A maximum two-page A4 Expression of Interest explaining why you are interested in the role and how your experience meets the requirements of the position.
- Contact details for two referees.

Shortlisted candidates will be invited to interview.

Please see the full Job Description for further information about the role, responsibilities and essential criteria.

The Pony Club reserves the right to close the recruitment process before the advertised closing date if a suitable candidate is identified.