

Safeguarding and a Club's Duty of Care

The ECB has produced an overall policy for safeguarding and protecting children in cricket. All ECB affiliated clubs must formally adopt the ECB's "Safe Hands' Safeguarding and Protecting Children Policy Statement".

Each individual cricket club must also produce a safeguarding policy statement based on the guidance "XXXXXX Cricket club – Safeguarding Policy Statement"

Safeguarding is about creating a culture where the game interacts with children as participants in cricket, be this as All Stars, players, officials, coaches, spectators, or volunteers.

Safeguarding in cricket is all about providing a safe and welcoming environment tailored to the needs and requirements of children.

It is about making sure they have fun, are safe, and have a great time.

By seeking the views and opinions of children we will create an environment where children feel able to share any concerns they may have.

Key to this is the recruitment and vetting of the many invaluable individuals who give so much to children in cricket.

Through safe recruitment and vetting practices, we can endeavour to make sure that we have the right people teaching, instructing, training, caring for and supervising children in the game. A thorough recruitment and vetting process also ensures the individual is aware of their particular safeguarding responsibilities in that role.

The diagram 'Safeguarding Children' sets out the requirements placed by statutory guidance ("Working Together to Safeguard Children, 2018") on any organisation that provides services for, or works with, children.

The “Safe Hands” Safeguarding and Protecting Children Policy Statement

- The ECB is committed to ensuring all children who take part in cricket, have a safe positive and fun experience, whatever their level of involvement
- The welfare of all children is paramount
- All children within cricket, regardless of age, gender, race, religion, sexual orientation, ability or disability, have the right to enjoy the game in an environment safe from abuse of any kind
- The ECB recognises the importance of safeguarding children within the game and is committed to developing, and implementing, policies and procedures which ensure that everyone knows, and accepts, their responsibility in relation to a duty of care for children
- The ECB is committed to ensuring there are correct and comprehensive procedures for responding to, recording and reporting child safeguarding concerns
- The ECB will endeavour to ensure all suspicions and allegations will be taken seriously, managed and dealt with swiftly and appropriately in line with ECB policy and procedures
- The ECB recognises that appropriate safeguarding is not just about preventing abuse but providing the best environment for children to enjoy themselves and the game of cricket
- The ECB is committed to ensuring that safeguarding and protecting children is central to its development of the game and as such requires all clubs and other bodies who wish to seek ECB support, whether financial or otherwise, for developing facilities and/or opportunities to play the game of cricket, to have adopted and implemented this “Safe Hands” Safeguarding Policy
- It is a mandatory requirement that all County Boards, affiliated leagues and clubs must adopt and implement the ECB “Safe Hands” Policy and they will be supported to do so through education and training
- All affiliated clubs must appoint a Club Welfare Officer to ensure that appropriate procedures are followed
- The ECB recognises the responsibility of the statutory agencies and is committed to working with Local Safeguarding Children Boards and Local Authority Designated Officers and complying with their procedures and the statutory guidance “Working Together to Safeguard Children 2018”
- The ECB is committed to promoting sound recruitment procedures and good practice for all individuals working within cricket whether in a paid or voluntary capacity
- The ECB will ensure that individuals will receive support through education and training, to be aware of, and understand, best practice and how to manage any safeguarding issues which may come to light
- The ECB recognises that it is not the responsibility of those individuals working in cricket to determine if abuse has taken place, but it is their responsibility to act upon and report any concerns

It is a mandatory requirement for all ECB affiliated clubs to make a constitutional adoption of the ECB “Safe Hands” Safeguarding Policy.

To do this it will be necessary for clubs to make amendments to their constitution to reflect the safeguarding principles which they must adhere to. It is suggested that the following wording is used:

“To ensure a duty of care to all members of the club by adopting and implementing the ECB “Safe Hands” – Cricket’s Policy for Safeguarding Children and any future versions of the policy.”

A vote is normally needed at the club’s AGM to make this formal adoption. For those clubs who do not have an AGM in the foreseeable future, it is considered to be good practice for the committee to make a temporary adoption on behalf of the club as an interim measure.

In addition to adopting the ECB’s “Safe Hands” policy, creating an individual “Club Safeguarding Policy Statement” is a requirement for all ECB affiliated clubs. Guidance on how to do this and a template that can be used are shown in The ‘Safeguarding Kit Bag’ in Section 3 of this manual.

The ECB’s “Safe Hands” Safeguarding Policy Statement and Underpinning Principles guide the “Safe Hands” programme. However, in addition, there are a number of key Points of Policy on the Safeguarding Programme that the ECB needs to ensure that clubs and participants understand are fundamental to the effectiveness of safeguarding in cricket.

1. All cricket participants should recognise and follow a Code of Conduct

The ECB provides codes of conduct for all cricket participants – the Code of Conduct for Members and Guests, the Code of Conduct for Coaches and the All Stars Code of Conduct. These codes of conduct provide participants with details of acceptable, and unacceptable behaviour, and the expectations of others in relation to good operational practices.

2. Juniors require adequate supervision

A minimum of two adults are required at every session and additionally the appropriate ratio of adults and children must be met.

3. All adults who work with children in cricket, either as a volunteer or paid, must be recruited appropriately. This includes being vetted for their suitability to work with children

Vetting Procedures include the use of Disclosure and Barring Service (DBS) checks and/ or non-UK equivalent checks

4. Physical contact should always be intended to meet the child’s needs not the adult’s

It is obvious that adults should never touch a child inappropriately. A responsible adult should only use physical contact if it’s aim is to:

- Develop sports skills or techniques
- Treat an injury
- Prevent an injury or accident from occurring
- Meet the requirements of the sport

The adult should explain the reason for the physical contact to the child, reinforcing the teaching or coaching skill. Unless the situation is an emergency, the adult should ask the child for permission.

A Club's Duty of Care

Any individual, organisation, club, County Board squad etc has a duty of care to ensure the safety and welfare of any child, to safeguard and protect them from reasonably foreseeable forms of harm.

Safeguarding is about all of us acknowledging this duty of care and putting practical measures in place to minimise the likelihood of foreseeable harm arising.

To demonstrate this duty of care, all cricket clubs:

- Must constitutionally adopt the ECB's "Safe Hands" Policy
- Must define their club's own Safeguarding Policy Statement
- Must follow the ECB reporting mechanism for concerns
- Must recruit, appoint and organise the training of a Club Welfare Officer
- Must have a "player profile system" to enable adults to exercise their duty of care in an emergency situation
- Must adopt the ECB Code of Conduct for Members and Guests
- Must adopt the Codes of Conduct for Coaches and All Stars Activators
- Must ensure that the following policies and procedures exist within the club:
 - Procedures for recruiting and appointing appropriate volunteers and/or paid staff

including training and support for these volunteers or staff

- Procedures for health and safety/risk assessment, including adherence to ECB policies/guidance on the wearing of helmets, fielding regulations, net safety, bowling directives, first aid, fluid intake, junior players in Open Age cricket and other similar matters
- Discipline procedure – which MUST follow the Safe Hands guidance on matters involving any person under the age of 18, with an appeals mechanism
- Anti-bullying policy and procedures for dealing with bullying
- Changing rooms and showering policy
- Photography, video, social media and live broadcast policy including the use of images
- Transport policy
- Supervising children at cricket sessions policy
- Guidance on welcoming and safeguarding children with a disability
- Missing children policy
- Procedures for managing children away from the club
- Procedures for working with external partners; (i.e. club personnel undertaking cricket activities in schools, local authorities or similar organisations, on a voluntary or paid basis)
- Guidance for clubs on the use of Social Media, texts and email

'Working Together to Safeguard Children' 2018



Our Safeguarding responsibilities

The specific responsibilities of organisations in regard to safeguarding are set out clearly in Government guidance "Working Together to Safeguard Children – a guide to inter-agency working to safeguard and promote the welfare of children" 2018.

These responsibilities are there regardless of the ECB's procedures. This guidance sets out what these responsibilities are.

'Working Together' 2018 states:

"There are many sports clubs and organisations including voluntary and private sector providers that deliver a range of sporting activities to children. Some of these will be community amateur sports clubs, some will be charities. All should have the arrangements described in this chapter in place and should collaborate to work effectively with the safeguarding partners as required by any local safeguarding arrangements. Paid and volunteer staff need to be aware of their responsibilities for safeguarding and promoting the welfare of children, how they should respond to child protection concerns and how to make a referral to local authority children's social care or the police if necessary."

These responsibilities are

1 A clear line of accountability for the commissioning and / or provision of services designed to safeguard and promote the welfare of children

What does this mean for cricket clubs and organisations?

If somebody is delivering something on your behalf, you need to be satisfied about their safeguarding arrangements. They need to know who to report any concerns or incidents to in your organisation. Lines of accountability must be set out and clear

2 A Senior Board Level lead, with the required knowledge, skills and expertise, or sufficiently qualified and experienced to take leadership responsibility for the organisation's safeguarding arrangements

What does this mean for cricket clubs and organisations?

A Board Level person must take responsibility for making sure the responsibilities outlined here are met.

3 A culture of listening to children and taking account of their wishes and feelings, both in individual decisions and the development of services

What does this mean for cricket organisations?

This is the golden thread that must run through all our work – we need to ask about and understand the needs of all the under 18s we work with - from All Stars to talented 17 year old players. Systems must be in place to seek their views and act upon them or respond.

4 Clear policies for dealing with allegations against people who work with children

What does this mean for cricket organisations?

The ECB reporting procedure as set out in 'Safe Hands' must be followed. Concerns must be shared with the Welfare Officer, the County Welfare Officer, or the ECB Safeguarding team as soon as possible.

5 Clear whistleblowing procedures and ...escalation policies for staff to follow if their child safeguarding concerns are not being addressed within their organisation or by other agencies

What does this mean for cricket organisations?

People need to know where to report concerns if they are not satisfied they are being dealt with – and should be encouraged to do so. It must be made clear to people how to go ‘up the chain’ to make sure issues are dealt with. There should be no repercussions for doing so.

6 Arrangements which clearly set out the processes for sharing information with other practitioners and with safeguarding partners

What does this mean for cricket organisations?

The ECB provides guidance on this matter – so long as the Child Safeguarding Procedure is followed and concerns are reported, the ECB Safeguarding Team will provide the lead on Information Sharing.

7 Designated practitioner for child safeguarding. Their role is to support other practitioners ...to recognise the needs of children, including protection from possible abuse...roles should always be explicitly defined in job descriptions. Practitioners should be given sufficient time, funding, supervision and support to fulfil their child welfare and safeguarding responsibilities effectively

What does this mean for cricket organisations?

A Designated Club Welfare Officer / County Welfare Officer / Squad Welfare Officer / Academy Welfare officer etc must be in post.

8 Safe recruitment practices and ongoing safe working practices for individuals who...work regularly with children, including policies on when to obtain a criminal record check

What does this mean for cricket organisations?

The ECB provides guidance on which roles in cricket require ECB vetting through an ECB DBS check. You must follow this guidance.

9 A culture of safety, equality and protection within the services you provide

What does this mean for cricket organisations?

These matters need to be at the centre of your thinking, planning and review.

10 Recruitment and training : staff must be competent to carry out their responsibilities for safeguarding, staff should be given a mandatory induction, including familiarisation with child protection procedures and all practitioners should have regular reviews of their own practice to ensure they have knowledge skills and expertise that improve over time

What does this mean for cricket organisations?

Safeguarding knowledge and skills need to be central to recruitment, training and review for staff and volunteers in the organisation

Definitions of Abuse, Cricket Examples of Possible Abuse, and Common Indicators of Possible Abuse

All involved in children's sport have a responsibility to be able to recognise and respond to signs and indicators of child abuse.

It is hoped that this will be a useful reference for all in cricket, particularly those in roles connected with children.

Recommended process/activities

- All involved in children's sport need to be familiar with the information below.
- Welfare Officers are encouraged to share the cricket examples provided, with other key people within their clubs and organisations
- When reading the information outlined in this section, remember :

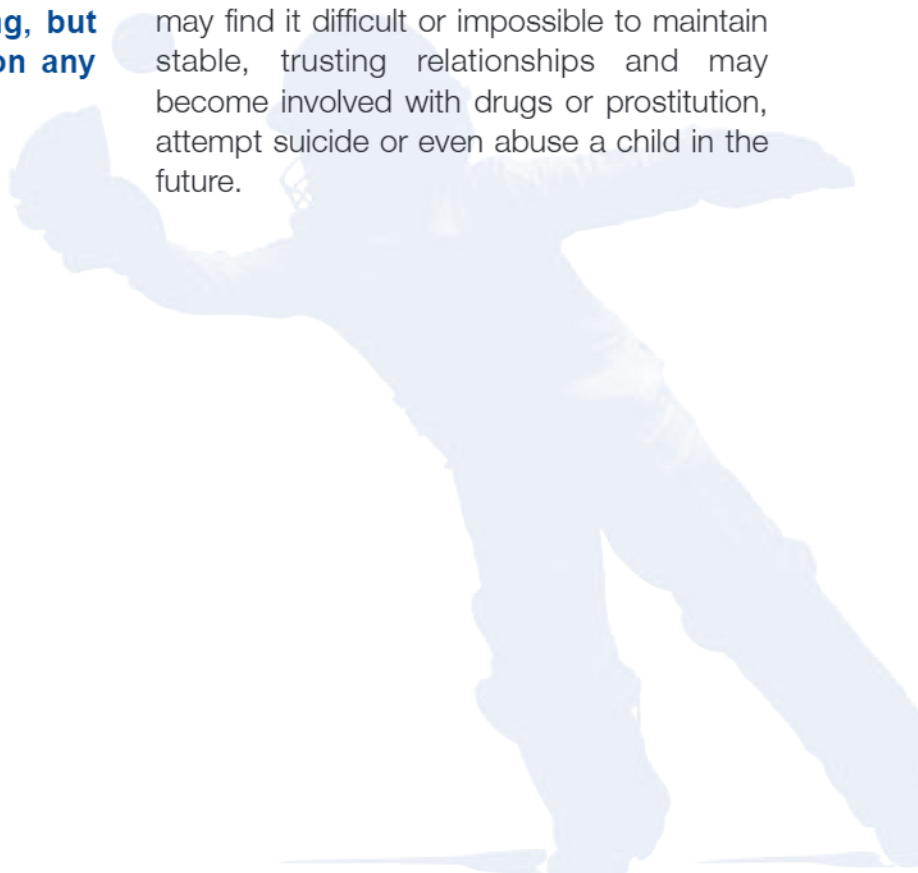
It is not the responsibility of those working in cricket to decide that child abuse may be occurring, but it is their responsibility to act on any concerns.

Guidance

Defining abuse

Any person may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by a stranger. **Children can be abused by adults or other children.**

The effects of abuse can be extremely damaging and if untreated, they may follow a person into adulthood. For example, a person who has been abused as a child may find it difficult or impossible to maintain stable, trusting relationships and may become involved with drugs or prostitution, attempt suicide or even abuse a child in the future.



The definitions of abuse are detailed below:

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| <p>Abuse and neglect are forms of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm.</p> <p>Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger.</p> <p>They may be abused 'online' and by text, email, or other electronic messaging by an adult or adults, or another child or children.</p> | |
| Physical abuse | <p>Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, biting, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent, or carer, fabricates the symptoms of, or deliberately induces, illness in a child ('Fabricated or Induced Illness' or 'FII')</p> <p>Examples of physical abuse in cricket may be when the nature and intensity of training and competition exceeds the capacity of the child's immature and growing body, or where drugs are used to enhance performance.</p> |
| Emotional abuse | <p>Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.</p> <ul style="list-style-type: none">• It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person• It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate• It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction• It may involve seeing or hearing the ill-treatment of another• It may involve serious bullying (including 'cyberbullying'), causing children frequently to feel frightened or in danger or the exploitation or corruption of children <p>Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.</p> <p>Emotional abuse in cricket may occur if children are subjected to undue or repeated criticism, name-calling, sarcasm, bullying, racism or unrealistic pressure to consistently perform to high expectations.</p> |

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| <p>Sexual abuse</p> | <p>Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening.</p> <ul style="list-style-type: none"> • The activities may involve physical contact including penetrative or non-penetrative acts, and non-contact activities, such as involving children in looking at, or in the production of, in appropriate material including sexual images (including online or video), watching sexual activities, or encouraging children to behave in sexually inappropriate ways • Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children <p>There are situations within all sports, including cricket, in which the potential for this form of abuse exists:</p> <ul style="list-style-type: none"> • Some individuals have deliberately targeted sports activities, in order to gain access to, groom, and abuse, children • There is evidence that individuals have sometimes ignored governing body codes of practice, and used physical contact within a coaching role to mask their inappropriate touching of children • Some people have used sporting events as an opportunity to take inappropriate photographs or videos of sports people (including children) in vulnerable positions |
| <p>Neglect</p> | <p>Neglect is the persistent failure to meet a child's basic physical and/ or psychological needs, likely to result in the serious impairment of the child's health or development.</p> <p>It may involve a parent or carer failing to:</p> <ul style="list-style-type: none"> • Provide adequate food, clothing and shelter (including exclusion from home or abandonment) • Protect a child from physical and emotional harm or danger • Ensure adequate supervision (including the use of inadequate care-givers) • Ensure access to appropriate medical care or treatment <p>It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.</p> <p>Examples in cricket could include a coach not ensuring that children are safe, exposing them to undue cold, heat or to unnecessary risk of injury. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.</p> |

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| Bullying | <p>Bullying may be defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. It can take many forms, the three main types are:</p> <ul style="list-style-type: none">• Physical (for example, hitting, kicking, theft)• Verbal (for example, racist or homophobic remarks, threats, name calling)• Emotional (for example, isolating an individual from the activities and social acceptance of their peer group) <p>The competitive nature of sport makes it an ideal environment for the bully.</p> <p>Bullying in sport could be a parent who pushes their child too hard, a coach who shouts at, or humiliates children, or a child that actively seeks to make sport a difficult or unhappy experience for others.</p> <p>The ECB will not tolerate bullies at any level of the game. A sample club policy based on the Kidscape model is contained in the Kit Bag. This sample policy also includes procedures on dealing with bullying. (Kidscape is a national anti-bullying charity and provides support and training on bullying and prevention.)</p> <p>Harassment is closely associated with aspects of bullying and occurs when an individual feels that they are subject to behaviour from others that is unacceptable to them.</p> |
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Common Indicators of Abuse

Important note.....please remember

It is not the responsibility of those working in cricket to decide that child abuse is occurring, but it is their responsibility to act on any concerns.

All those in cricket who work with children need to be aware of indicators of abuse to ensure that the sport provides effective safeguarding. Your concerns may be raised by something you see (or hear) and /or something someone says. **If you find yourself wondering if you should share your concerns, the answer is YES!**

The following may cause you concern, and may be indicators of abuse and / or neglect:

- Unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries
- An injury and the explanation for it seem inconsistent
- The child describes what appears to be an abusive act involving him/her
- Someone else (a child or adult) expresses concern about the welfare of another child
- Unexplained changes in behaviour (for example, becoming very quiet, withdrawn or displaying sudden outbursts of temper)
- Inappropriate sexual awareness
- Unexplained access to material goods, clothes, activities etc.
- Goes missing for periods of time.
- Engaging in sexually explicit behaviour
- Distrust of adults, particularly those with whom a close relationship would normally be expected
- Difficulty in making friends
- Stops, or is prevented from, socialising with other children
- Displays variations in eating patterns, including overeating or loss of appetite
- Loses weight for no apparent reason
- Becomes increasingly dirty or unkempt
- Excessive fear of making mistakes

It should be recognised that this list is not exhaustive and the presence of one or more of the indicators is not proof that abuse is actually taking place, but maybe indicative of a need to report concerns.

Some changes in behaviour can be caused by changes at home, for example, if a bereavement occurs.

All involved should encourage parents/carers to inform the coach or Club Welfare Officer of any significant changes which may affect the behaviour of their child.

Club Safeguarding Action Plan – first steps

All of the policy, procedure and guidance in the Safe Hands Folder and kitbag is important – but you need to know where to start. You will have seen the Club Action Plan on the 'Safe Hands training for Welfare Officers'. Here are your first steps in making sure your club provides a safe and welcoming environment for children

| | Action | Start Date | Who will do this? | How will it be done? | Complete? Date. |
|---|---|------------|-------------------|----------------------|-----------------|
| 1 | Club formally adopts 'Safe Hands' Policy | | | | |
| 2 | Club Welfare Officer is appointed, is DBS checked and attends the first available 'Safe Hands' training | | | | |
| 3 | Roles where people work with children, that need DBS checks, are understood, listed, and checks made | | | | |

| Action | Start Date | Who will do this? | How will it be done? | Complete? Date. |
|---|------------|-------------------|----------------------|-----------------|
| 4 Codes of conduct for members and for juniors are in place | | | | |
| 5 Adult : Child ratios are understood and adhered to | | | | |
| 6 We know how to report any concerns | | | | |
| 7 Player profile (registration) forms are completed | | | | |
| 8 Children and young people know who they can go to if they have any problem | | | | |