

Safeguarding Code of Conduct for Worcestershire CCC

Introduction

Worcestershire County Cricket Club (WCCC) takes its role as a provider of cricket for children, young people and adults at risk very seriously. Their wellbeing is paramount in all decisions taken by us. All individuals we engage have the same protections regardless of age, disability, gender, race, religious belief or sexual orientation.

We act in accordance with legislation, statutory guidance and the ECB Safe Hands Policies and work collaboratively with the ECB in relation to concerns around the safeguarding of children, young people and adults at risk.

To whom does this Code of Conduct Apply?

This Code of Conduct applies to all staff, as safeguarding is everyone's responsibility. It therefore applies to all employees, consultants, contractors, casual and agency staff (collectively referred to as staff in this Code of Conduct). It does not apply to volunteers, who should adhere to the Volunteer Code of Conduct.

Staff Expectations

It is our expectation that all our staff will always act in the best interests of children and young people under the age of 18 and in accordance with the ECB Safe Hands Policy. The welfare of children and young people must always be paramount. We also expect our staff to act in the best interests of adults at risk in cricket.

This includes an expectation that staff will:

- Undertake safeguarding education or training as required by WCCC.
- Read and comply with ECB Safe Hands and all relevant WCCC Policies.
- Be appropriately vetted if required.
- Act in an appropriate way always when in contact with children, young people and adults at risk, whether face-to-face, via social media, phone or by any other electronic communications.
- Recognise the importance of confidentiality when working with children, young people, their families and their data.
- Promptly report any concerns about safeguarding or the protection of children, young people or adults at risk in cricket to our County Safeguarding Officer or ECB Safeguarding Team.
- Be familiar with and use the Whistle Blowing Policy if you suspect or believe that safeguarding concerns have not been appropriately addressed by the WCCC.
- Accept that, by taking this role, you may be deemed to be in a relationship or position of trust (depending on the role being undertaken) with under-18 participants that you are in contact with.
- Act with integrity always.
- Seek advice from our County Safeguarding Officer or ECB Safeguarding Team where required.

Further information and support

Further safeguarding information is available in the various WCCC Policies. If you have any queries or concerns regarding the Code of Conduct or safeguarding generally, please speak to our County Safeguarding Officer in the first instance.

Signed:

Print Name:

Date: