



## **SAFEGUARDING ADULTS POLICY**

### **Introduction**

This is a “live” document, which will be regularly reviewed and updated as and when necessary.

**Definitions** - In this Policy the following terms/expressions shall mean:

- Worcestershire Cricket – means Worcestershire County Cricket Club and Worcestershire Cricket Foundation
- ECB – means England and Wales Cricket Board
- Adult at risk – this relates to the definition with the Care Act 2014 (see below)

An **adult at risk** is an individual aged 18 years and over who:

- has needs for care and support (whether or not the local authority is meeting any of those needs) AND;
- is experiencing, or at risk of, abuse or neglect, AND;
- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

### **Purpose**

The purpose of this policy is to demonstrate the commitment of Worcestershire Cricket to safeguarding adults and to ensure that everyone involved in Worcestershire Cricket is aware of:

- The legislation, policy and procedures for safeguarding adults.
- Their role and responsibility for safeguarding adults.
- What to do or who to speak to if they have a concern relating to the welfare or wellbeing of an adult within the organisation.

### **Policy Statement**

Worcestershire Cricket believes everyone has the right to live free from abuse or neglect regardless of age, ability or disability, sex, race, religion, ethnic origin, sexual orientation, marital or gender status.

Worcestershire Cricket is committed to creating and maintaining a safe and positive environment and an open, listening culture where people feel able to share concerns without fear of retribution.

Worcestershire Cricket acknowledges that safeguarding is everybody’s responsibility and is committed to prevent abuse and neglect through safeguarding the welfare of all adults involved.

Worcestershire Cricket recognises that health, well-being, ability, disability and need for care and support can affect a person’s resilience. We recognise that some people experience barriers, for example, to communication in raising concerns or seeking help. We recognise that these factors can vary at different points in people’s lives.

Worcestershire Cricket recognises that there is a legal framework within which sports need to work to safeguard adults who have needs for care and support and for protecting those who are

unable to take action to protect themselves and will act in accordance with the relevant safeguarding adult legislation and with local statutory safeguarding procedures.

Actions taken by Worcestershire Cricket will be consistent with the principles of adult safeguarding ensuring that any action taken is prompt, proportionate and that it includes and respects the voice of the adult concerned.

We all have a responsibility to safeguard adults who are experiencing, or are at risk of, abuse and neglect. As such, Worcestershire Cricket is committed to safeguarding adults in line with national legislation and relevant national and local guidelines to uphold the rights of all adults to live a life free from harm from abuse, exploitation and neglect.

We will safeguard adults by ensuring that our activities are delivered in a way which keeps all adults safe.

Worcestershire is committed to creating a culture of zero-tolerance of harm to adults which necessitates: the recognition of adults who may be at risk and the circumstances which may increase risk; knowing how adult abuse, exploitation or neglect manifests itself; and being willing to report safeguarding concerns. This extends to recognising and reporting harm experienced anywhere, including within our activities, within other organised community or voluntary activities, in the community, in the person's own home and in any care setting.

**The Worcestershire Safeguarding Adults Policy applies to all adults involved in cricket.**

## **Aims**

The aims of our Safeguarding Adults Policy are to:

- Stop abuse or neglect wherever possible.
- Prevent harm and reduce the risk of abuse or neglect to adults with care and support needs.
- Safeguard adults in a way that supports them in making choices and having control about how they want to live.
- Promote an approach that concentrates on improving life for the adults concerned.
- Raise awareness so that cricket communities, alongside professionals, play their part in identifying and preventing abuse and neglect.

## **Principles**

This policy is based on the following principles:

- All adults, regardless of age, ability or disability, gender, race, religion, ethnic origin, sexual orientation, marital or gender status, and pregnancy and maternity have the right to be protected from abuse and poor practice, and to participate in an enjoyable and safe environment.
- Worcestershire Cricket will seek to ensure our sport is inclusive and make reasonable adjustments for any protected characteristics, ability, disability, or impairment. We will also commit to continuous development, monitoring, and review.
- There is a zero-tolerance approach to the abuse of adults.



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- The rights, dignity and worth of all adults will always be respected.
- We recognise that ability and disability can change over time, such that some adults may be additionally vulnerable to abuse, in particular those adults with care and support needs.
- Safeguarding adults is everyone's business and responsibility.
- All allegations of abuse and neglect will be taken seriously and responded to quickly.

### **Scope**

This safeguarding adult policy and associated procedures apply to all individuals involved in Worcestershire Cricket including Board members, Trustees, Staff, Coaches, Volunteers and Members and to all concerns about the safety of adults whilst taking part in our organisation, its activities and in the wider community.

We expect our partner organisations, including for example, affiliated clubs, suppliers and sponsors to adopt and demonstrate their commitment to the principles and practice as set out in this Safeguarding Adults Policy and associated procedures.

### **Safer recruitment**

Worcestershire Cricket is committed to ensuring that all relevant posts across its organisations are subject to robust safer recruitment processes. (See the Safer recruitment policy for further details.)

### **Reporting and Responding to Safeguarding Concerns**

It is our aim that everyone should feel confident to raise a concern, no matter how small. We believe that raising and dealing with concerns quickly, when they occur, supports a proactive safeguarding culture within our Club and Foundation.

All suspicions, concerns and allegations will be taken seriously. We will follow the 3R's with every concern: **Responding** appropriately, **Recording** confidentiality and **Reporting** where necessary, ensuring that concerns are dealt with in a fair and prompt manner.

### **We commit to:**

- Implement preventative safeguarding measures which creates safe and enjoyable cricket settings.
- Have clear, simple processes in place for reporting concerns following the 3 R's.
- Ensure safeguarding concerns regarding children and adults at risk are managed appropriately and thoroughly in conjunction with the ECB, Statutory agencies and other organisations as appropriate.

**This commitment is made by both the Worcestershire Cricket Club Board of Directors and Worcester Cricket Foundation Board of Trustees to show our commitment to delivering the Safeguarding Standards for Cricket.**

Worcestershire recognises the role and responsibilities of the statutory agencies in safeguarding adults and is committed to complying with the procedures of Local and Regional Safeguarding Adults Boards.

### **Making Safeguarding Personal**

‘Making safeguarding personal’ means that adult safeguarding will be person led and outcome focused. Worcestershire Cricket will ensure that the person is engaged in a conversation about how best to respond to their safeguarding situation in a way that enhances involvement, choice, and control. It also improves quality of life, well-being, and safety.

Wherever possible, discussion of the safeguarding concerns will be undertaken with the adult to get their view of what they would like to happen and keep them involved in the safeguarding process, seeking their consent to share information when possible.

There may be circumstances where information will need to be shared with other agencies without consent to protect an individual.

### **Confidentiality**

To build trust and respect, it is important that information is treated as confidential as far as is reasonably possible.

If you think that sharing information with another person (such as a Safeguarding Officer, coach, or manager) could help the person, encourage them to disclose information themselves with the people who need to know. If they do not wish to do this, explain that you will need to inform others and the reasons why, and seek their clear and specific consent to this.

### **Implementation**

In order to implement this policy Worcestershire Cricket will ensure that:

- Everyone involved with Worcestershire Cricket is aware of the safeguarding adult procedures and knows what to do and who to contact if they have a concern relating to the welfare or wellbeing of an adult.
- Any concern that an adult is not safe is taken seriously, responded to promptly, and followed up in line with Worcestershire Cricket Safeguarding Adults Policy.
- The well-being of those at risk of harm will be put first and the adult actively supported to communicate their views and the outcomes they want to achieve. Those views and wishes will be respected and supported unless there are overriding reasons not to.
- Any actions taken will respect the rights and dignity of all those involved and be proportionate to the risk of harm.
- When planning activities and events Worcestershire Cricket includes an assessment of, and risk to, the safety of all adults from abuse and neglect and designates a person who will be in attendance as a safeguarding lead for that event.
- Actions taken under this policy are reviewed by the Board and trustees on an annual basis.



**Monitoring**

The policy will be reviewed every year from the date of creation, or in the following circumstances:

- Changes in legislation and/or government guidance
- As required by the Local Safeguarding Board, UK Sport and the ECB
- As a result of any other significant change or event

**Contact Details:**

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WCCC Board member with responsibility for safeguarding – Dave Manning

WCF Board member with responsibility for safeguarding – Anna Konstantinides

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The ECB Safeguarding Team can also help if you feel your concerns are not being dealt with sufficiently at [safeguarding@cricketregulator.co.uk](mailto:safeguarding@cricketregulator.co.uk) or on 0207 432 1200

Alternatively, further support can be obtained through [www.anncrafttrust.org](http://www.anncrafttrust.org)

Version	Date approved	Date revision due	Responsible	Signed
1	April 2024	April 2025	Safeguarding Officer	