



SAFEGUARDING CHILDREN 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
- Child or young person – refers to persons under the age of 18
- Safe Hands - means the ECB’s cricket policies and procedures for safeguarding children within cricket.

Purpose

This policy explains how we will endeavour to create and provide a framework for the safeguarding of children, which is consistent with and complementary to the policies and procedures set out in “Safe Hands”.

Policy Statement

Worcestershire County Cricket Club and Worcestershire Cricket Foundation are committed to safeguarding and protecting children, young people and adults at risk to enjoy the game of cricket, both recreational and/or professional formats of the game.

We will ensure that we promote safe and positive environments which make everyone feel valued and respected. Our safeguarding policies, strategy and implementation plan reflect our commitment to this. In applying this policy and procedures, Worcestershire cricket will seek to promote and embed an environment that enables all children and adults to safely participate and enjoy all activities.

Individually and collectively, we are signed up to the ECB Safe Hands Policy and are committed to deliver the ECB Safeguarding Standards as set out in the County Partnership Agreement.

We recognise our collective and individual safeguarding responsibilities and accountabilities.

Aims

The aims of our Safeguarding Children Policy are to:

- Stop abuse or neglect wherever possible.
- Prevent harm and reduce the risk of abuse or neglect to children.
- Safeguard children in a way that supports them by listening to them.
- Raise awareness so that cricket communities, alongside professionals, play their part in identifying and preventing abuse and neglect.
- Ensure appropriate policies, guidance, training, standards, and structures are in place to promote safe and welcoming environments for children. These reflect current



legislation and statutory guidance and are developed with statutory agencies and relevant government departments.

- Create clear and accessible systems which support the prompt reporting of safeguarding concerns.
- Ensure safeguarding concerns are investigated proportionately and appropriately, in a timely manner in consultation with statutory agencies.
- Our approach to risks and development of practice is continuously reviewed and developed.

Principles

This policy is based on the following principles:

- All children 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 children.
- The rights, dignity and worth of all children will always be respected.
- Safeguarding children is everyone's business and responsibility.
- All allegations of abuse and neglect will be taken seriously and responded to quickly.

Scope

This Safeguarding Children 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 children 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 Children Policy and associated procedures.

Listening to children

Listening to children is the foundation of a child centred approach. This means seeking, listening to, and considering children's wishes and feelings both in individual decisions and in wider decisions about delivery. Worcestershire Cricket promotes a listening culture in which the views of children and their parents/ carers are proactively sought and acted upon. Recognising additional vulnerability and taking this into consideration is central to creating inclusive and safe environments.

Parents and carers

Cricket clubs cannot safeguard children in isolation, a partnership is necessary with parents and carers so they know what to expect from us and what we can expect from them.



WORCESTERSHIRE
COUNTY CRICKET CLUB



WORCESTERSHIRE
CRICKET FOUNDATION

Worcestershire Cricket is committed to collaborating with parents/carers to achieve the best outcomes for children.

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.

Implementation

- Recognise that all children participating in cricket (regardless of age, gender, race, religion, sexual orientation, ability or disability) have a right to have fun and be protected from harm in a safe environment.
- Build a safeguarding culture where staff and volunteers, children and adults at risk treat each other with respect and are comfortable about sharing concerns.
- Ensure our County Safeguarding Officer is appropriately qualified and attends all current and future training modules required by the ECB, so that they have the necessary skills to be able to undertake their role effectively.
- Adopt and implement the ECB "Safe Hands Cricket's Policy for Safeguarding Children" and any future versions of this.
- Ensure that all people who work in cricket at, or for, Worcestershire Cricket (such as staff, officials, volunteers, team managers, and coaches) have a responsibility for



safeguarding children and understand how the Safe Hands Policy applies to them according to their level of contact with children in cricket.

- Recruit and appoint all individuals working within cricket at, or for, Worcestershire Cricket in accordance with ECB guidelines and relevant legislation for safer recruitment.
- Provide support to all individuals working within cricket at, or for, Worcestershire Cricket through education and training so that they are aware of and can adhere to good practice and code of conduct guidelines defined by both the ECB, and Worcestershire Cricket.
- Ensure that all recreational clubs that affiliate to Worcestershire Cricket appoint a Club Safeguarding Officer, who is subsequently trained, and their name and contact details are proactively shared with and available to their club members and Worcestershire Cricket.
- Confirm that correct and comprehensive reporting procedures exist for raising and managing child safeguarding concerns which follow the ECB 3R's.
- Guarantee that all concerns and allegations, both current and historic, are taken seriously and dealt with swiftly and appropriately following the correct recording and reporting procedures.
- Involve children and young people in decision making, planning and creating a safe culture in cricket.
- Include children in the decision making and development of our clubs and the wider organisation.
- Support and upskill our coaches, staff and volunteers to ensure they are listening to children and using this insight to continually evaluate and adapt.
- Follow the ECBs GDPR and information security guidelines to ensure access to confidential information relating to child safeguarding matters is restricted to those who need to know in order to safeguard children.

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:

County Safeguarding Officer - Cheryl Instan-Smith

Cheryl.instan-smith@wccc.co.uk

Safeguarding e-mail:

Safeguarding@wccc.co.uk

Safeguarding@worcestershirecricketfoundation.co.uk



WORCESTERSHIRE
COUNTY CRICKET CLUB



WORCESTERSHIRE
CRICKET FOUNDATION

WCCC Board member with responsibility for safeguarding – Dave Manning

WCF Board member with responsibility for safeguarding – Anna Konstantinides

Anna-Maria.Konstantinides@worcestershirecricketfoundation.co.uk

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

Alternatively, further support can be obtained through the NSPCC on help@nspcc.org.uk or the Child Protection in Sport Unit at

Written in line with the ECB Safe Hand Policy.

<https://www.ecb.co.uk/about/policies/safeguarding/policies-and-procedures>

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