

Safeguarding Policy

Ashtead Cricket Club (hereafter “the Club”) is committed to ensuring everyone participating in cricket does so in a safe, friendly, secure, and enjoyable environment. Everyone at the Club, whether as a player, coach, official, administrator, staff member, volunteer, spectator, parent, or carer, has a role to play. Individually and collectively, it is our actions, both on and off the field which can help create a positive and inclusive culture.

The Club will do this by:

- Having the right people in place;
- Creating the right culture and environment;
- Ensuring clear processes are in place for reporting and responding to safeguarding concerns; and
- Adopting the ECB’s Safe Hands Policy and Guidance.

Having the Right People in Place

Whilst everyone at the Club has a responsibility for Safeguarding, the Club also has designated Club Safeguarding Officers who have completed specialist Safe Hands training provided by the ECB.

The Club Safeguarding Officers are:

- The first point of contact for all children, parents/carers volunteers, and Members at the Club;
- Responsible for ensuring that everyone who is working with children at the Club is subject to appropriate safer recruitment processes;
- Represented on the Club’s Management Committee;
- Sources of safeguarding advice for the Club, its Management Committee, and all Members;
- The Club’s main point of contact for the County Safeguarding Officer, the ECB Safeguarding Team and other external safeguarding agencies; and
- The people responsible for ensuring correct and comprehensive reporting procedures exist for raising and managing safeguarding concerns.

Creating the Right Culture and Environment

All participants in cricket, regardless of age, gender, race, religion, sexual orientation, ability or disability, have the right to enjoy the game in an environment that is safe from abuse of any kind. The Club agrees that safeguarding starts with setting high standards and promoting a positive culture which provides the best environment.

Anyone in a specialist role within the Club is also required to complete the Safeguarding for Specialist Roles training with the relevant additional module. This includes Captains and Team Managers, Coaches and Activators, Officials (Umpires) and Committee Members. In addition:

- The Club encourages all of its members to complete the ECB online Safeguarding Induction, which can be accessed at: <https://booking.ecb.co.uk/safeguardinginduction>;
- The Club ensures that all individuals working at, or for, the Club are provided with the necessary support through education, training and continued professional development (CPD); and

- The Club ensures that all individuals working at, or for, the Club are recruited and appointed in accordance with ECB Safer Recruitment guidance and relevant legislation, and are committed to providing a welcoming, safe, and fun experience for children and vulnerable adults;
- The Club promotes a listening culture where the views of children, parents/carers, volunteers and other Members are proactively sought and acted upon. We can create an environment where people have the opportunity and confidence to raise concerns, including concerns about poor practice, abuse and neglect;
- The Club seeks to create a partnership with parents/carers so that they know what to expect from us and what we expect of them; and
- The Club ensures that external organisations who are delivering services on behalf of the Club have safeguarding measures in place which meet the requirements of Safe Hands.

Reporting and Responding to Safeguarding Concerns

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

All suspicions, concerns and allegations will be taken seriously. The Club will follow the 3Rs with every concern (responding appropriately, recording confidentiality and reporting where necessary), ensuring that concerns are dealt with in a fair and prompt manner.

The Club recognises that it is not the responsibility of Members to determine or investigate if abuse has taken place, but to act upon and report any concerns promptly.

The Club ensures that confidential information on safeguarding matters is shared appropriately on a need to know basis. Information may be shared with the County Safeguarding Officer (who we will ask for advice as necessary), Cricket Regulator Safeguarding Team, or local agencies with statutory safeguarding responsibilities.

Adopting the ECB's Safe Hands Policy and Guidance

- The Club has formally adopted the ECB's Safe Hands Policy and guidance as part of our Constitution;
- The Club works within the ECB Safeguarding Procedure to manage safeguarding investigations; and
- The Club ensures that all individuals who work and volunteer at or for our Club understand how Safe Hands applies to them.

Club Commitment

The Club is committed to this Safeguarding Policy Statement and will review it on an annual basis.

Signed:

MARTYN HOLLOWAY-NEVILLE

Secretary (on behalf of the Ashtead Cricket Club Management Committee)