



Penkridge CC Safeguarding & Child Protection Policy

This Policy document is based on the guidelines set out in **The ECB 'Safe Hands – Welfare of Young People Policy'**.

All Young People at the Club, regardless of age, gender, race, religion, sexual orientation, ability or disability have the right to:

- Be protected
- Enjoy their cricket in a safe environment.

Adults working with young people at the Club will:

- Adhere to the standards set out in this document.
- Provide a safe, positive and fun cricketing experience for Young people.
- Understand best practice when working with young people.
- Be familiar with this document and have access to the ECB *Safe Hands* policy.
- Adopt the Penkridge Cricket Club Code of Conduct for members and guests.

The Management Committee of the Club will:

- Fully endorse the contents of this document
- Will ensure any allegations or suspicions relating to Young People will be dealt with swiftly and appropriately
- Will work closely with the Hertfordshire Cricket Board Welfare Officers and Development Team to promote good practice.

Penkridge Cricket Club have adopted and implemented –

The ECB 'Safe Hands – Welfare of Young People Policy'. The club have adopted all child welfare and protection procedures outlined in the **'Safe Hands'** Policy.

Good Practice

The Club will:

- Ensure that cricket is fun, enjoyable and fair play is promoted.
- Treat all children equally, with respect and dignity
- Be an excellent role model – including not drinking alcohol whilst coaching
- Always put the welfare of children first, before winning or achieving goals by encouraging a constructive environment where healthy competition, skill development, fun and achievement are promoted in equal measures.
- Always work in an open environment
- Build balanced relationships based on trust, which enable children to take part in the decision-making process.
- In line with Home Office guidelines, ensure that anyone in a position of trust and authority must not be involved in a sexual relationship with any 16-17 year old in their care.
- Not tolerate acts of aggression
- Follow the code of conduct set down by the Club.

Poor Practice

Coaches and Members of the Club will **never**:

- Spend excessive amounts of time alone with children away from others
- Take children to their home or transport them by car, where they will be alone with you.
- Engage in rough, physical or sexually provocative games
- Allow or engage in any form of inappropriate touching or physical abuse.
- Take part in or tolerate behaviour that frightens, embarrasses or demoralises a cricketer or that affects their self esteem
- Allow children to use inappropriate language unchallenged
- Make sexually suggestive comments to a child, even in fun
- Make a child cry as a form of control
- Allow allegations made by a child to go unchallenged, unrecorded or ignored
- Do things of a personal nature for children or vulnerable adults that they can do for themselves
- Shower with a child.

Physical Contact

The ECB understands that physical contact between a child and adult may be required to instruct or encourage whilst coaching. Coaches will adhere to

guidelines set out by the ECB on this matter, remembering that physical contact should always be intended to meet the child's needs and not the adult's.

Bullying

The Club is committed to providing a caring, friendly and safe environment for all of our children so they can train and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all children should be able to tell an appropriate adult and know that incidents will be dealt with promptly and effectively.

- All officials, coaching and non-coaching staff, children and parents should have an understanding of what bullying is.
- All officials, coaching and non-coaching staff should know what the club policy is on bullying, and follow it when bullying is reported.
- All children and parents should know what the club policy is on bullying, and what they should do if bullying arises.
- Bullying incidents should be reported to the Club Welfare Officer.
- In cases of serious bullying, the incidents will be reported to the ECB Child Protection Team for advice via the County Welfare Officer.
- Parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- In cases of adults reported to be bullying cricketers under 18, the ECB must always be informed and will advise on action to be taken.

Supervision of Children

The ratios of qualified coaches required for coaching sessions are:

- Net Coaching – 1 coach: 8 children
- Group coaching – 1 coach: 24 children
- Hard ball coaching – 1 coach: 16 children

The supervision ratios for groups of children (not being coached) are:

- Aged 8 and under – 1 adult: 8 children
- Aged 9 and over – 1 adult: 10 children.

For single sex groups there must be at least one same gender member of Staff. For mixed groups there must be at least one male and one female supervising adult.

There must always be a minimum of 2 adults present.

Changing Rooms and Showering Facilities

- Adults must not change or shower at the same time using the same facility as children.
- Adults should try to change at separate times to children during matches
- If adults and children need to share a changing facility, the Club must have consent from the parents that their child can share a changing room with adults in the club.
- Mixed gender teams must have access to separate male and female changing rooms, where available.

Transport to and from matches

The Club policy is that parents or other responsible adults are responsible for transporting players to and from all matches and practice sessions, and therefore the Club will not be registering Private Vehicles for the transportation of individuals in connection with any fixtures or practice sessions arranged by the Club. The implementation of this policy is not intended to exclude any player from participation and parents or guardians should contact the Club Welfare Officer if they have any problems with the transportation of players to matches or practice sessions.

Junior Cricketers playing in Adult Matches

The Club will not place a young player in a position that involves an unreasonable risk to that young player, taking account of the circumstances of the match and the relative skills of the player, and will not create a situation that places members of the opposing side in a position whereby they cannot play cricket as they would normally do against adult players.

Changing Room Policy on under 16's playing in Adult matches

For players under the age of 16 playing in adult teams the following policy applies:

- Young players uncomfortable with changing or showering with adults are under no obligation to do so and are advised to change and shower at home

- Parental consent must be given if Young Players are to share changing facilities with adults
- If Young Players are sharing changing facilities with adults, parents have the option to supervise them whilst they are changing. The Club will make reasonable efforts to arrange this.

Photography and Video Camera guidelines

The Club is keen to promote positive images of children playing Cricket, and is aware that there is evidence that some people have used sporting events as an opportunity to take inappropriate photographs or film of children. Parental permission is sought before the club will use any images of children, using the 'parental consent for the use of images' form.

Girls Playing in Boys Age Group Leagues

The Club wishes to encourage the development of girl cricketers and is happy for them to participate in boy's cricket. Team managers and coaches have a duty of care to all players and girl should only be allowed to participate if the responsible adults are satisfied they are competent to do so. Suitable arrangements need to be in place, particularly relating to changing facilities. The Club complies with ECB guidelines available at www.ecb.co.uk.

For the sake of clarity, it should be understood that boys cannot play in girls Leagues or competitions unless explicit provision for this is included in the rules of the League or competition.

Missing Children Guidelines

If a child for whom the Club has responsibility goes missing, the club will follow the ECB Missing Children Guidelines. All missing child incidents **MUST BE** notified at the very earliest opportunity to the Club Welfare Officer, who must immediately notify the County Welfare Officer, and they must then notify the ECB Child Protection Team.

ECB Fielding Regulations and Fast Bowling Directives

The Club will comply with the ECB fielding regulations and Fast Bowling Directives, as published on the ECB website – www.ecb.co.uk & available at www.penkridgecc.co.uk – Welfare Section.

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