

Safeguarding Policy





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Safeguarding Policy Statement

Warwickshire Cricket is committed to ensuring everyone participating in cricket does so in a safe, friendly, secure, and enjoyable environment. Everyone at Warwickshire Cricket, 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.

We 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
- Adopting the ECB's Safe Hands Policy and Guidance

'Warwickshire Cricket' is a term used to cover the collective of Warwickshire County Cricket Club (WCCC) and the Warwickshire Cricket Foundation (WCF).

Having the right people in place

Whilst everyone at Warwickshire Cricket has a responsibility for Safeguarding, we also have a designated Club Safeguarding & Compliance Manager who has completed specialist Safe Hands training provided by the ECB.

Warwickshire Crickets **Safeguarding & Compliance Manager** is:

- The first point of contact for all children, parents/carers volunteers, and members.
- Responsible for ensuring that everyone who is working with children at Warwickshire Cricket is subject to appropriate safer recruitment processes.
- A member of our management structure.
- A source of safeguarding advice for Warwickshire Cricket, its committee, coaches and all staff.
- Our main point of contact for the Cricket Regulator Safeguarding Team and other external safeguarding agencies.
- The person responsible for ensuring correct and comprehensive reporting procedures exist for raising and managing safeguarding concerns.

Warwickshire Cricket's Safeguarding & Compliance Manager's details are:

Thomas Cunningham-Smith - Safeguarding & Compliance Manager – safeguarding@edgbaston.com

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. We recognise that safeguarding starts with setting high standards and promoting a positive culture which provides the best environment for participants to enjoy themselves and the game of cricket.

Anyone in a specialist role within Warwickshire Cricket is also required to complete the Safeguarding for Specialist Roles training with the relevant additional module.



- We encourage all of our coaches to complete the ECB online Safeguarding Induction.
- We ensure that all individuals working for us are provided with the necessary support through education, training and continued professional development (CPD).
- We ensure that all individuals working for us 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.
- We promote a listening culture where the views of children, parents/carers, volunteers and other club members are proactively sought and acted upon. This helps us to create an environment where people have the opportunity and confidence to raise concerns, including concerns about poor practice, abuse and neglect.
- We seek to create a partnership with parents/carers so that they know what to expect from us and what we expect of them.
- We ensure that external organisations who are delivering services on behalf of Warwickshire Cricket 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 Warwickshire Cricket 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.

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.

Warwickshire Cricket recognises that it is not the responsibility of our employees or club members to determine or investigate if abuse has taken place, but to act upon and report any concerns promptly.

We ensure that confidential information relating to safeguarding matters is shared appropriately and only with those who need to know. Information may need to be shared with the Cricket Regulator Safeguarding Team, or local agencies with statutory responsibility for safeguarding. All staff at Warwickshire Cricket will be supported in these matters by our Safeguarding & Compliance Manager.

Adopting the ECB's Safe Hands Policy and Guidance

- Warwickshire Cricket has formally adopted the ECB's Safe Hands Policy and guidance as part of our constitution.
- Warwickshire Cricket has formally adopted the ECB's Safeguarding Adults Policy and guidance as part of our constitution.
- Warwickshire Cricket works within the ECB Safeguarding Procedure for the management of safeguarding investigations.
- We ensure that all individuals who work and volunteer at or for us understand how all Safeguarding policies and procedures applies to them.
- The above policies can be found in the ECB Kitbag [England and Wales Cricket Board \(ECB\) - The Official Website of the ECB](#).

Club Commitment

Warwickshire Cricket are committed to this Safeguarding Policy and will review it on an annual basis. The Safeguarding Policy is endorsed by the Boards of the Warwickshire County Cricket Club & Warwickshire Cricket Foundation

Executive Sponsor	Chief Executive Officer
Board Sponsor	Richard Billingham, WCCC Board Member
Policy Owner	Safeguarding & Compliance Manager – Thomas Cunningham-Smith
Consultation Process	WCCC Board
Approved by	WCCC Board
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