



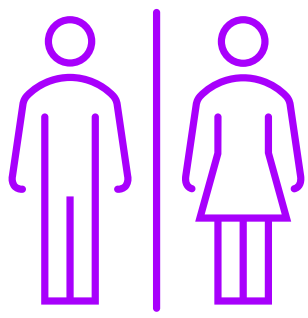
# Safe Hands Course Club Safeguarding Officers



A group of young cricketers in yellow jerseys and black shorts are celebrating on a cricket field. A coach in a black shirt stands in the center with his arms raised. The players' jerseys have names and numbers: 'LUCAS 11', 'LUCY 11', and 'AARON 66'. A pink and yellow 'DYNAMICS CRICKET' logo is visible on the ground.



# Housekeeping



# Learning Agreement

- To listen without interruption and be listened to
- To respect the feelings, experiences and perspectives of others
- To be aware of diversity issues and to promote inclusive practice
- To listen to differences in views and to question them in a constructive way that enables the group to learn
- To respect confidentiality (unless it would put others at risk)
- To take responsibility for our own learning and to share as well as to receive learning





# Learning Outcomes

By the end of the course you will:

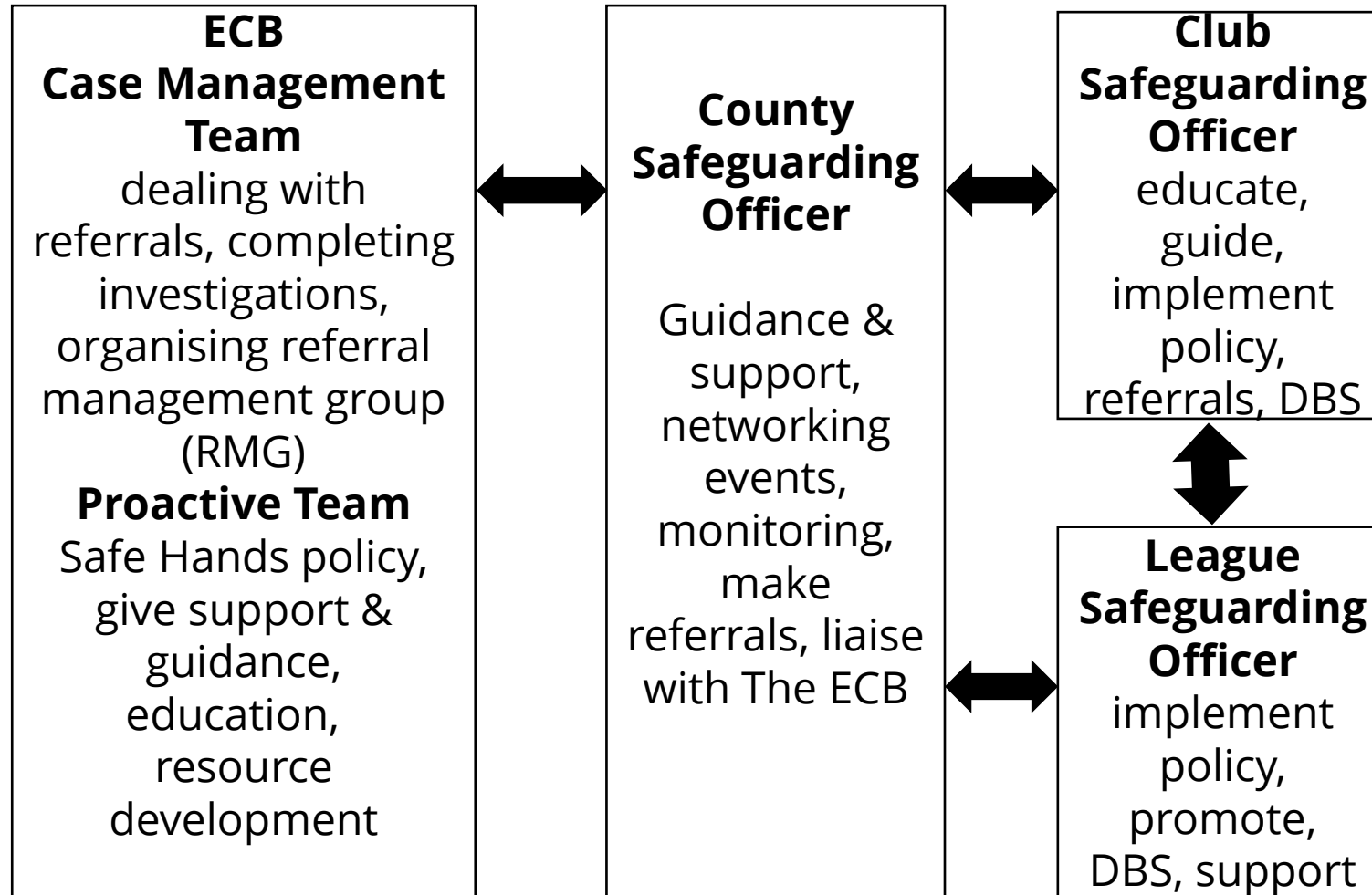
- Understand the role and responsibilities of a Club Safeguarding Officer
- Understand how a Club Safeguarding Officer works with others to create a safe and welcoming environment for children
- Understand what policies and procedures your club should have in place
- Understand how to take appropriate action in the event of a concern



# Getting to Know Each-Other



# ECB Safeguarding Team



# Here to Support You

## County Safeguarding Officer

- First point of contact- [Safeguarding@buckscb.org](mailto:Safeguarding@buckscb.org)
- Available to you for help and advice
- Will be in touch with you after this training

## ECB Safeguarding Team

- Additional point of contact
- Available to you for help and advice
- Can be contacted directly
- [Safeguarding@ecb.co.uk](mailto:Safeguarding@ecb.co.uk) or [Dbs@ecb.co.uk](mailto:Dbs@ecb.co.uk)





# Safeguarding in your Club

<b>Clubs Committee and Appointed Chair</b>	<b>The Committee and Chair are ultimately responsible for everything that goes on in their club including safeguarding children</b>
Club Safeguarding Officer	A Club Safeguarding Officer is the person within a sports club with primary responsibility for managing and reporting concerns about children and for putting into place procedures to safeguard children in the club
Coaches and other Paid or Volunteer Staff	It is important that every child (and adult) is safe at your cricket club. This includes not only training and matches, but also the environment in which you create. We particularly need to ensure that children are safe as they have less experience and understanding of the risks involved in sport. All staff and volunteers have a legal and moral responsibility to ensure that all participants are safeguarded and protected in your club.



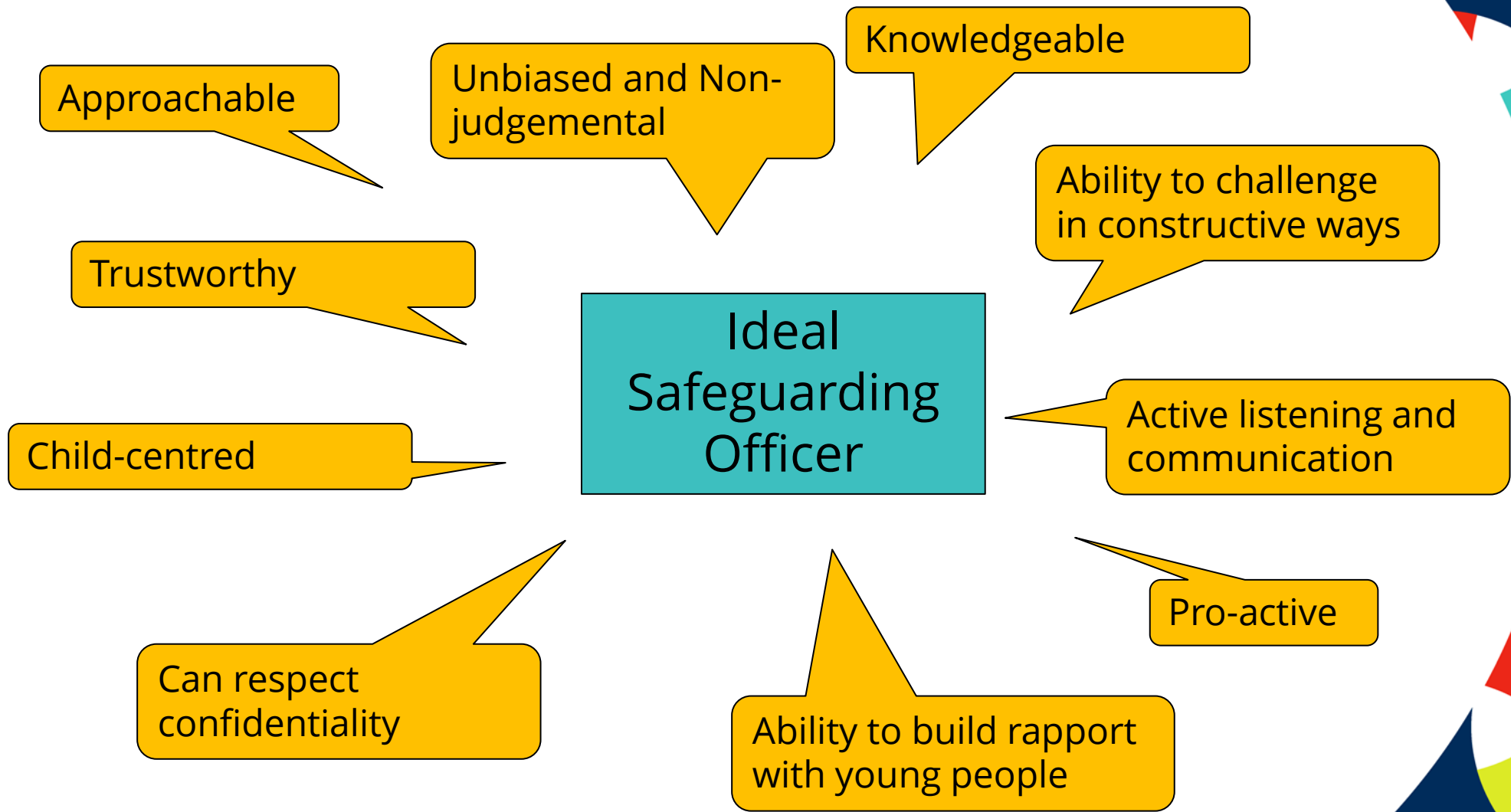
# Responsibilities of a Club Safeguarding Officer

- Promote good practice in safeguarding in your club
- First point of contact for all club safeguarding concerns
- Record and report safeguarding concerns
- Implement policies and procedures to keep everyone safe
- Be an advocate for listening to children and young people
- Ensure staff and volunteers have the right checks and qualifications
- Admin and record keeping



# What does it mean to be a good Safeguarding Officer?





# Policies and Procedures

*Legislation* – Protection of Freedoms Act 2012

*Working Together 2020* – organisations that provide services for children (including national governing sports bodies) must follow this

*Rules* – Duty to Report

*Regulations* – Relationship of Trust and Responsibility

The Social Services and Well-being (Wales) Act 2014

*Safeguarding Adults* – Care Act 2014





# Policies and Procedures

What does my club have in place to protect children?



# Policy Checklist

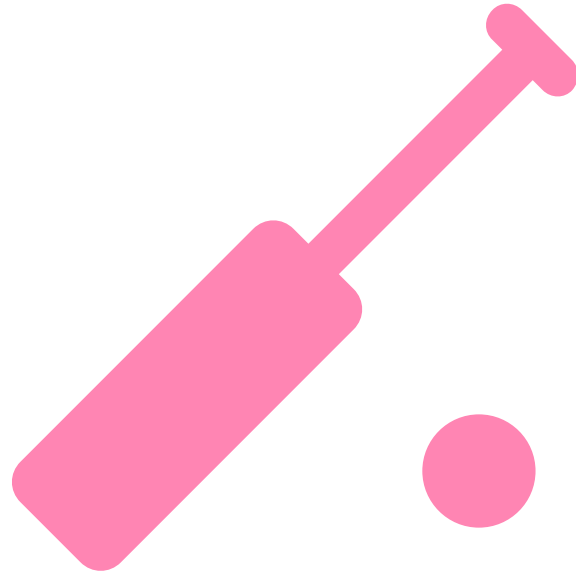


- Safeguarding Children Policy
- Managing Concerns
- Safeguarding Information for Children, Young People and Parents
- Codes of Conduct
- Whistleblowing Policy
- Health and Safety Policy
- Anti-bullying Policy
- Recruitment Process
- Social Media Guidance
- Listening to Children
- <https://www.ecb.co.uk/safeguarding/safeguarding-resources>



# Right People In Place – Safer Recruitment

- Motivations of people working with children should be checked
- Decision-making should be documented
- DBS Process

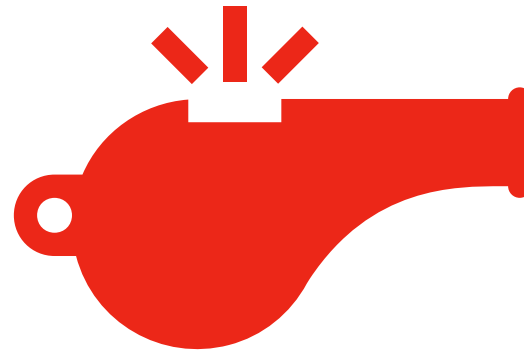


# Right People In Place – Safer Recruitment

*“I’m a Cricket Coach - can I come and work/volunteer in your club?”*

What would you want to know and see?

Think about personal and professional qualities



# Paid Staff and Volunteers

## Professional Processes

- Role Profile
- Interview
- Watch them coach
- See how they engage around children
- Training
- Experience
- Induction
- Ongoing training

## Personal Qualities

- Calm
- Approachable
- Listener
- Developer
- Child Focused
- Engaging
- Trust
- Respect





# Right People In Place - Safer Recruitment

Like all organisations working with children, cricket clubs, Leagues and other settings must have:

*“Safe recruitment practices for individuals who... will work regularly with children, including policies on when to obtain a criminal records check”.*

- Legally, everyone in “regulated activity” requires a DBS check
- Safe Hands has a guide to who needs a DBS check in cricket
- DBS checks are valid for 12 months
- Staff and volunteers should be encouraged to sign up to the update service
- The ECB has a process in place to manage DBS certificates with content

<https://www.ecb.co.uk/safeguarding/dbs-checks-ecb-vetting>



# Break Time







# Listening to Children and Young People

Why is this important?

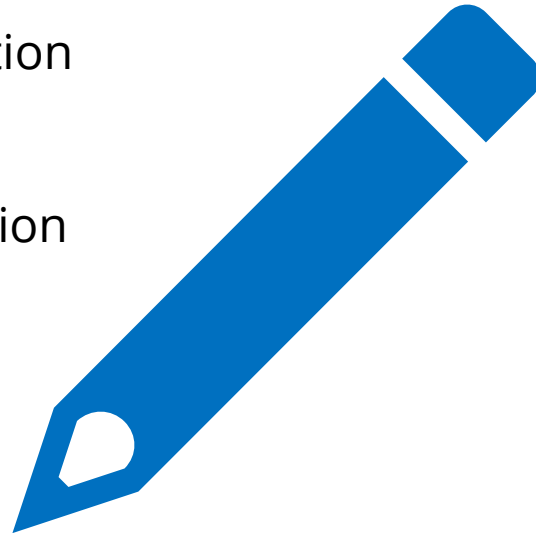
How do we do this?

Please share your good practice examples.



# The 3 'R's

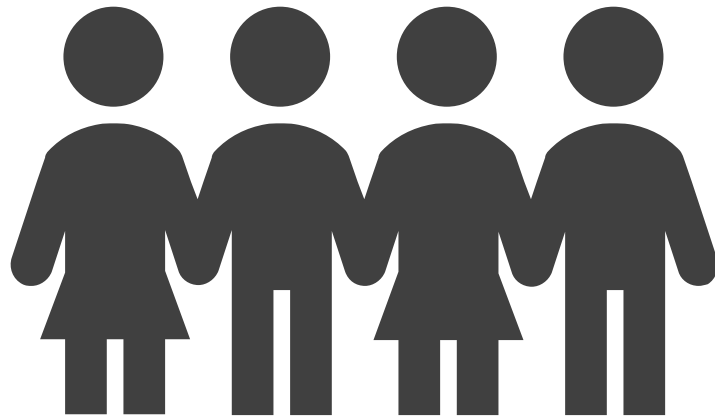
- **R**esponding to the disclosure / suspicion / concern / allegation
- **R**ecording the relevant information
- **R**eporting the relevant information





# Types of Concern

- Concerns about a particular child or children
- Concern about the behaviour of an adult or group of adults in cricket
- In both cases, this may be something you or someone else has seen or heard, or something the child or someone else has said



# Poor practice

Poor practice is the opposite of good practice and may relate to situations and behaviours where a child or young person is not appropriately safeguarded.

One-off incidents of poor practice differ from abuse in that they may be unintentional, do not cause any lasting harm and most short-term harm can be quickly put right. But if not addressed, poor practice can lead to abuse and neglect.

Poor practice is unacceptable and should be challenged even where the motives of an individual are well meaning.



# Common Examples of Poor Practice

- Breach of club code of conduct
- Inadequate supervision or care for young people
- Inaccessible emergency medication such as epi-pens and inhalers
- Sun burn and dehydration
- Speaking in a rude, insulting, belittling or other inappropriate way
- Driving children home after training or matches



# Responding

- Try to stay calm and collected, particularly if the concern is coming directly from a child
- The child's welfare is paramount, so the priority is to ensure they are safe
- Control your facial expressions; appear neutral and don't show fear/horror/shock/disbelief
- Be honest and explain you will have to tell someone in order to help the situation
- Share the concern as early as possible – don't wait until you're certain.



# Responding

✓ **Do**

- Listen
- Clarify
- Reassure
- Explain next steps
- Record
- Report

✗ **Don't**

- Cross examine
- Make promises you can't keep
- Criticise or challenge



# Recording and Reporting Concerns

- Write down what happened as soon as possible
- Be as accurate as you can about what you have seen, heard and or been told
- Use calm and neutral language
- Use the ECB referral form if possible
- Contact the County Safeguarding Officer or ECB Safeguarding Team
- Be mindful of personal opinions or feelings – be clear about these if including them in the report



# Personal Feelings

Acknowledging your “gut” feelings can help you to sense when a child is in need of protecting.

Your feelings are a natural response to hearing concerns about young people.

It is okay to feel angry and upset, it’s those emotional responses that drive us to take the appropriate actions.

Ensure you take support for yourself when needed.

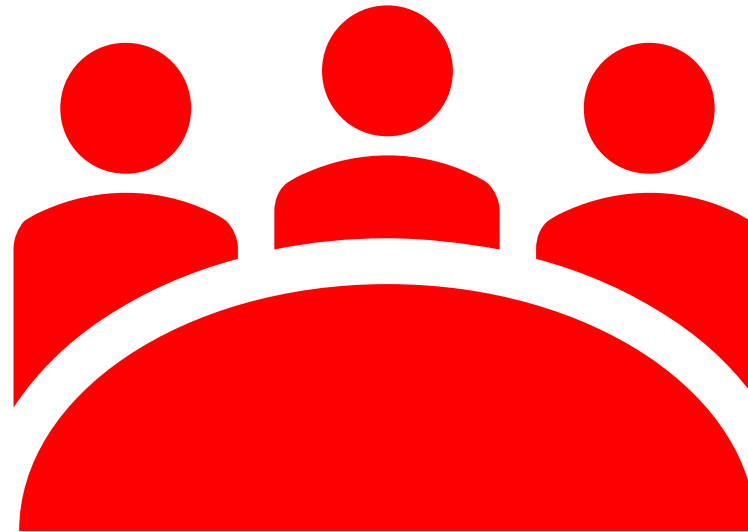




# Scenarios

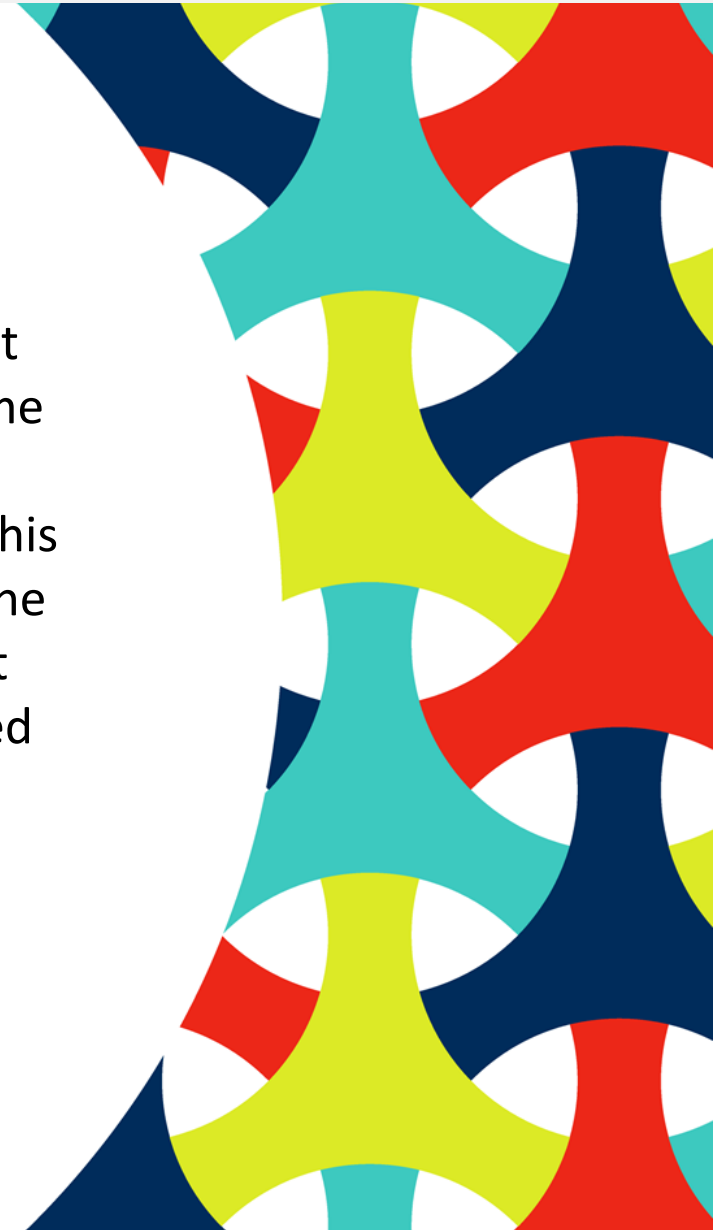
Please discuss these scenarios in your groups

- What are your concerns?
- What actions do you feel should be taken?
- Who else needs to be involved?
- What else do you need to consider?



# Scenario 1

A parent has contacted you to complain about how one of the club's cricket coaches is treating his child. He feels that his son is not being given the same opportunities as less talented members of the team because the coach doesn't like him. The parent reports that on one occasion the coach made his son do a lap of the boundary for arriving late to training. On another day, the coach would not let the boy eat his snack, saying he had to wait. At the last training session, the coach deliberately threw a ball at the child and laughed when it hit him in the shoulder.



## Scenario 2

The club secretary has posted several discriminatory comments on her own Twitter account. These have been seen by some other club members who are offended and want to know what the club is going to do.



## Scenario 3

A parent, Geoff, regularly brings his 13-year-old daughter to matches. It has been noted that while spectating and after the match, Geoff drinks in the bar and bar staff are worried that he's driving home drunk.



## Scenario 4

A member of your club has overheard the second team's captain boasting in the bar after a match about having access to cheap drugs. There are several 16-year-olds in the second team.



## Scenario 5

You have asked the under 13s coach to complete their DBS check three times. He gives a lot of time as a volunteer and has a busy job and a young family. Each time he completes the first step of the application but does not complete the ID verification. He has said he has recently moved house, has lost his passport in the move and doesn't have any documents with his current address on. He is a teacher and says he has a DBS certificate at school.





## Scenario 6

You have been made aware that early in the morning when there were no other people on site, a groundsman offered to film two young female players in the nets to help with their technique. The groundsman is known and well-respected in the club, he is always friendly and polite.





# Safeguarding Adults

Safeguarding adults means protecting a person's right to live in safety, free from abuse or neglect. Getting this right in your club will ensure safe access for everyone.

The definition of an adult at risk is an adult 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 abuse or neglect

All adults could become at risk and suffer abuse at some point.



# Suspensions due to Safeguarding Concerns

Process in place for this which is part of wider ECB Safeguarding process. Details included in Safe Hands

*Not* a decision for clubs to take in isolation where there are safeguarding concerns.

Investigation takes place under ECB complaints and disciplinary procedure.

Are you concerned about the behaviour of an adult in cricket, in relation to a child or children?

Share your concerns with the Club/County Safeguarding Officer or if appropriate the LADO

County S/O may deal with situation, may refer to ECB Safeguarding Team

ECB Safeguarding Team may inform local statutory agencies, inc. LADO, and will investigate

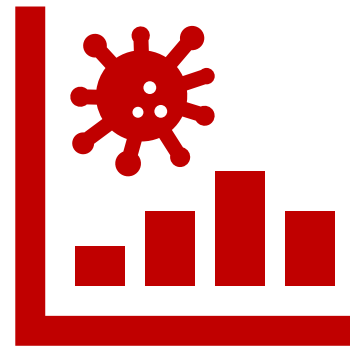
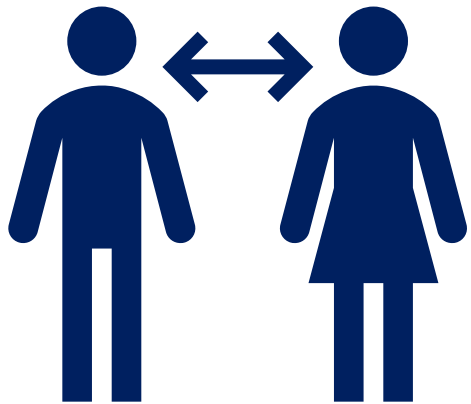
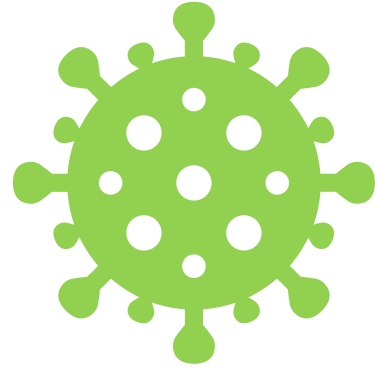
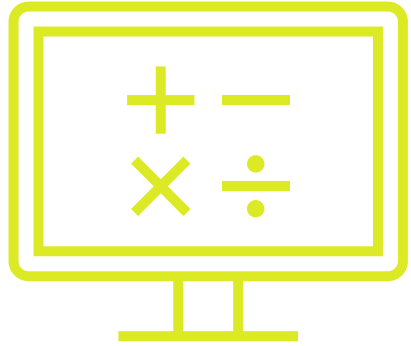
ECB Safeguarding Team will decide if referral to Referral Management Group (RMG) is required

RMG may Suspend Pending enquires

- Club Responsibility
- County Safeguarding Officer Responsibilities
- ECB Safeguarding Team Responsibilities
- RMG Responsibility



# Covid-19



# Next Steps

What action or key message will you take away from today's training?

- More active on your club's committee
- Safeguarding as a regular agenda item
- Discuss safer recruitment with your Chairman
- Share these slides with the committee
- Implementing new ways to get feedback from children and young people
- New ideas to promote good safeguarding practice in your club







# Confidence Checker

Please take this opportunity to give some feedback on your training experience.





# Revisiting Learning Outcomes

By the end of the course you will:

- Understand the role and responsibilities of a Club Safeguarding Officer
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Thank You