

Marlow Park Cricket Club

Higginson Park
Lower Pound Lane
Marlow on Thames
Buckinghamshire
SL7 2AE



Policy Documents

1. Safeguarding Policy Statement

Marlow Park Cricket Club (the club) is committed to ensuring all Children (i.e. all persons under the age of 18) participating in cricket have a safe and positive experience.

We will do this by:

- Recognising all children participating in cricket (regardless of age, gender, race, religion, sexual orientation, ability or disability) have the right to have fun and be protected from harm in a safe environment.
- Ensuring individuals working within cricket at, or for, the club provide a welcoming, safe, and fun experience for children.
- Adopting and implementing the England and Wales Cricket Board (ECB) “Safe Hands – Cricket’s Policy for Safeguarding Children” and any future versions of this.
- Appointing a Club Welfare Officer and ensuring they attend all current and future training modules required by the ECB.
- Ensuring all people who work in cricket at, or for, the club (such as staff, officials, volunteers, team managers, coaches and so on) have a responsibility for safeguarding children and understand how the “Safe Hands Policy” applies to them.
- Ensuring all individuals working within cricket at, or for, the club are recruited and appointed in accordance with ECB guidelines and relevant legislation.
- Ensuring all individuals working within cricket at, or for, the club are provided with support, through education and training, so they are aware of, and can adhere to, good practice and Code of Conduct guidelines defined by the ECB, and the club.

Ensuring the name and contact details of the Club Welfare Officer is available:

- As the first point of contact for parents, children and volunteers/staff within the club
- As a local source of procedural advice for the club, its committee and members
- As the main point of contact within the club for the ECB County Welfare Officer and the ECB Safeguarding Team; and
- As the main point of contact within the club for relevant external agencies in connection with child safeguarding.

Ensuring correct and comprehensive reporting procedures exist for raising and managing child safeguarding concerns.

- Providing an environment where the views of children, parents and volunteers are sought and welcomed on a range of issues. This will help us create an environment where people have the opportunity to voice any concerns (about possible suspected child abuse/neglect, and/or about poor practice) to the Club Welfare Officer *

*Details of the County Welfare Officer will be made available, in case the Club Welfare officer is unavailable, or the concern relates to the Club Welfare officer.

- Ensuring all suspicions concerns and allegations are taken seriously and dealt with swiftly and appropriately.
- Ensuring access to confidential information relating to child safeguarding matters is restricted to those who need to know in order to safeguard children – including the Club Welfare Officer and the appropriate external

authorities, such as the Local Authority Designated Officer (LADO), as specified within ECB child safeguarding procedures.

2. Changing / Showering Policy

(These guidelines apply to adults and children sharing changing facilities).

Please Note: The word "children" means all persons under the age of 18 years and therefore this policy applies to all persons under 18 years old regardless of whether they are playing in junior/colt teams or playing in adult teams.

In order to ensure the safety and welfare of children, Marlow Park Cricket Club has adopted the ECB Best Practice principals on Changing 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 a match i.e. when padding up.
- If adults and children need to share a changing facility either at home or away venues, the team Captain or other responsible adult must obtain consent from Parents that their Child(ren) can share changing facilities with other adults.
- If children play for Adult Teams, they and their Parents must be informed of Marlow Park Cricket Club's policy on changing arrangements.
- Mixed gender teams must have access to separate male and female changing facilities.
- Mobile phones must not be used in changing rooms.
- If children are uncomfortable changing or showering at the club, no pressure should be placed on a child to change or shower if they feel uncomfortable to do so. Encourage them to do this at home.

3. Transport Policy

Parents / Carers are responsible for the safe delivery and collection of their child for matches or training. It is not the responsibility of the Coach or Team Manager to transport, or arrange to transport, the children to and from the club or match.

4. Pick Up and Drop Off Policy

No child should be dropped off and left at the club before a Coach or Team Manager is present. In the unlikely event that you are delayed in collecting your child, you must arrange for another appropriate adult to collect your child and contact the Coach or Team Manager to confirm collection arrangements.

5. Missing Child Policy

In the unlikely event that a child goes missing, we will follow the following guidelines set out by the ECB:

- Ensure the other children in our care are looked after appropriately while we organise a search for the child concerned.
- Inform the child's parents if they are present at the event or nominate an appropriate person to telephone them and advise them of the concern. Reassure them that we are doing all we can to locate their child.
- Organise all available responsible adults by areas to be searched. It is best to take a short time to organise the search properly so that all places are searched fully.
- Search the area in which the child has gone missing including changing rooms, toilets, public and private areas and the club grounds.
- Request all those searching report back to a nominated adult at a specific point.
- This nominated person should remain at this specific reference point and must be making a note of the events, including detailing a physical description of the child including approx. height, build, hair and eye colour as well as clothing the child was wearing where / when they were last seen, as this will be required by the police. If the search is unsuccessful, we will then report the concern to the police.
- A report should go to the police no later than 20 minutes after the child's disappearance is noted, even if the search is not complete.
- If the police recommend further action before they get involved, we will follow their guidance.
- If the police act upon the concern, we will be guided by them in any further actions to take.
- At any stage when the child is located, we will ensure we inform all adults involved including the parents, searchers and police if they are by then involved.

- 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.

6. Anti-bullying Policy (Statement of Intent)

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

As a club, we take bullying seriously. We are committed to providing a caring, friendly and safe environment for all our children so they can train and play in a relaxed, safe and secure atmosphere.

Bullying of any kind is unacceptable and will not be tolerated at our club. If bullying does occur, all children should be able to tell, and know that incidents will be dealt with promptly and effectively. We are a 'Telling' club. This means that anyone who knows that bullying is happening is expected to tell the coaches / managers and officials.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding kit, threatening gestures).
- Physical: pushing, kicking, hitting, punching or any use of violence.
- Racist: racial taunts, graffiti, gestures.
- Sexual: unwanted physical contact or sexually abusive comments.
- Homophobic: because of, or focusing on the issue of sexuality.
- Verbal: name-calling, sarcasm, spreading rumours, teasing.
- Cyber: All areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. These may include a child:

- Saying they are being bullied.
- Changing their usual routine.
- Unwilling to go to the club.
- Becoming withdrawn, anxious or lacking in confidence.
- Having possessions which are damaged or "go missing".
- Having unexplained cuts or bruises.
- Being frightened to say what is wrong.
- Giving improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

- Report bullying incidents 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 will be informed and will be asked to attend a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- Bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully to change their behaviour.

In cases of adults reported to be bullying cricketers under the age of 18, the ECB will be informed and will advise on action to be taken.

Bullying will not be tolerated at Marlow Park Cricket Club.