



## Halvergate Cricket Club

### Welfare of Young People Policy

**Halvergate Cricket Club is committed to ensuring that all young people who play cricket have a safe and positive experience.**

The introduction of a Child Protection Policy is not just to protect young people in cricket, it is to introduce good practice, raise awareness and provide peace of mind.

Child Protection is about:

- Ensuring that any young person or vulnerable adult is safe in any environment.
  - An awareness and education of others to understand what factors cause young people harm
  - Identifying risks to young people
1. Halvergate Cricket Club will adopt and implement the ECB “Safe Hands – Welfare of Young People in Cricket policy and future versions of that policy.
  2. Halvergate Cricket Club will appoint a Club Welfare Officer who will act as a first point of contact for any person in Cricket at the Club who has a concern about child welfare and protection.
  3. The club welfare officer will be appointed to the club committee and an item called “Child Protection” will be included in all committee meeting agendas.
  4. Core principles:
    - a. All young people within cricket regardless of age, gender, religion, sexual orientation, ability or disability have the right to be protected.
    - b. All young people participating in cricket have a right to do in a safe environment.
    - c. Adults working within cricket will provide a safe, positive and fun cricketing experience for young people.
    - d. Adults – volunteers, coaches, umpires and scorers will understand and be supported in their role and responsibility with regard to the Duty of Care for Young People. This duty is to safeguard and protect young people involved in cricket from reasonable foreseeable forms of harm.
    - e. Individuals will receive support through education and training, to be aware of and understand best practice and how to manage any welfare issues that may arise.
    - f. All suspicions and allegations will be taken seriously, managed and dealt with swiftly and appropriately.

8. Any person wishing to coach, umpire, score or manage a junior team has to complete a Criminal Records Bureau (CRB) check. The Child Welfare Officer will be responsible for ensuring relevant CRB checks are carried out.
9. Halvergate Cricket Club undertakes to ensure all young people involved in cricket are treated fairly, equally and with respect and dignity.
10. All young players will be required to complete a player profile form detailing:
  - a. Name, address and date of birth
  - b. Any medicines being taken
  - c. Any allergies or injuries
  - d. Emergency contact details of parent or carer

The Club Welfare Officer will retain the forms in confidence and relevant information will be passed to team captains in case of emergency.

8. On occasions Halvergate Cricket Club may wish to use video equipment as part of the coaching of players. In such cases videotapes will be stored by the Club Welfare Officer or appointed team coach. Parents/ Carers of young people will be asked to provide written consent prior to any video analysis taking place.
9. On occasions Halvergate Cricket Club may wish to use photographs to promote it's coaching programme and to record evidence of success through it's coaching programme and team performances. Parents/ Carers of young people will be asked to provide written consent prior to any photographs being used.
10. Players aged ten and under will be supervised at all times in changing rooms by two registered members of the club. These will be the same gender as the players.
11. Mixed gender teams will have access to separate male and female changing facilities.
12. Parents / Carers will be responsible for arranging the transporting of young people to and from the club for coaching and to and from away fixtures.
13. It is not the responsibility of those in cricket to decide that child abuse, bullying or harassment is occurring, but is the responsibility to act on any concerns. If any person has any concerns they must raise these concerns with the club Child Welfare Officer.
14. The Club Welfare Officer will be responsible for referring any issues to the County Welfare Officer.
15. If the club needs to appoint staff to will work with young people, a formal application process will be undertaken. This will include a job description being prepared and a full application form being completed by all applicants. Two committee members, one of who must be the Club Child Welfare Officer, will interview applicants.
16. Halvergate Cricket Club will adopt the England and Wales Cricket Board Limited (ECB) Complaints and Discipline Procedures and will assist the ECB in order to investigate and resolve any alleged breaches of conduct.