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## Learning Agreement

- **How are we going to conduct ourselves today?**
- 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

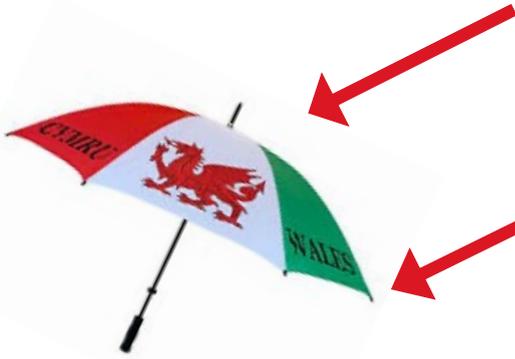


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## What is 'Safeguarding' and 'Child Protection'?



**Safeguarding** (the umbrella) – the proactive policies and procedures in place for the benefit of all children involved in what we do.

**Child protection** – one aspect of the safeguarding umbrella specific to children who are at risk of, or suffering, significant harm.

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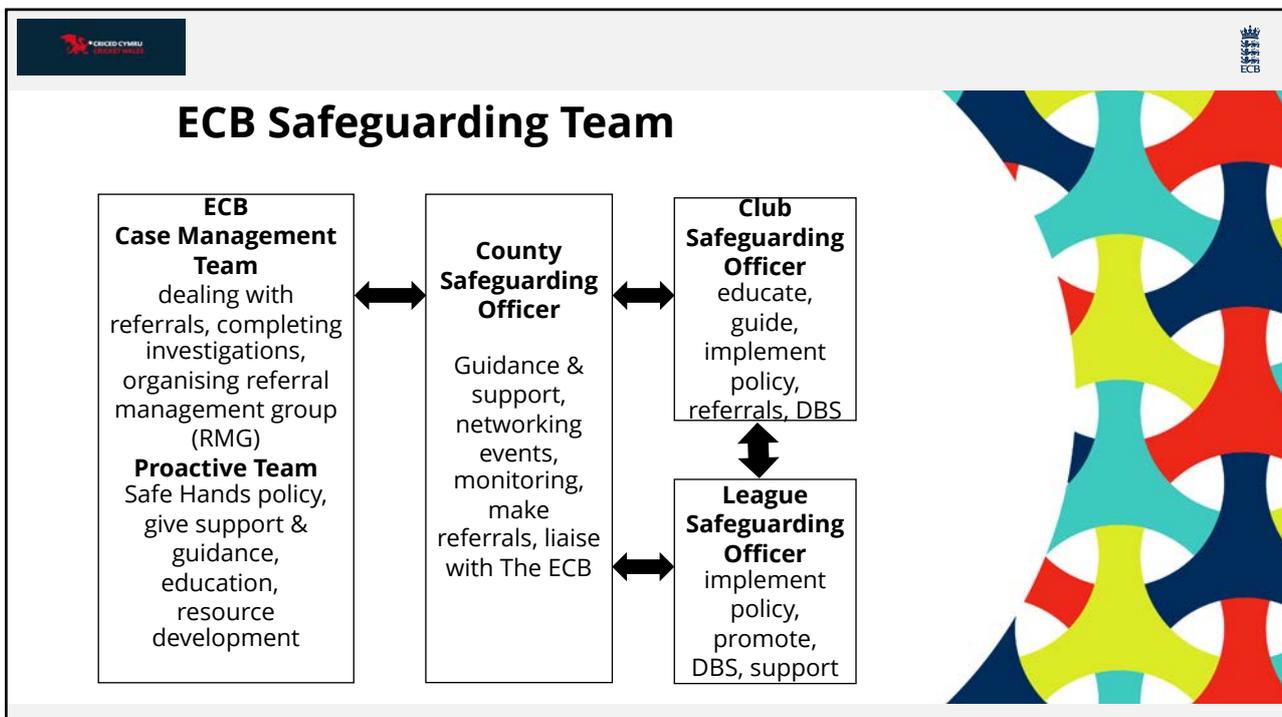
## Learning Outcomes

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



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## Here to Support You

- County Safeguarding Officer
  - Ieuan Watkins / Dave Loosmore
- League Safeguarding Officer
  - Available to you for help and advice
- Cricket Wales Area Managers/Admins
  - Available to you for help and advice
- ECB Safeguarding Team
  - [Safeguarding@ecb.co.uk](mailto:Safeguarding@ecb.co.uk) or [Dbs@ecb.co.uk](mailto:Dbs@ecb.co.uk)

Contact Details here... [www.cricketwales.org.uk](http://www.cricketwales.org.uk)



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## Who is responsible for SG at my club?



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## 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>
<b>Club Safeguarding Officer</b>	The CSO 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
<b>Coaches and other Paid or Volunteer Staff</b>	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.



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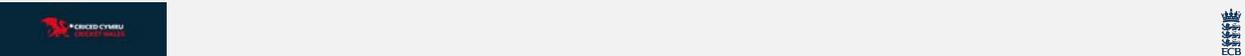



The Social Services and Wellbeing (Wales) Act 2014 introduces a strengthened, robust and effective partnership approach to safeguarding.

*‘One of the most important principles of safeguarding is that it is everyone’s responsibility. Each professional and organisation must do everything they can, to ensure that children and adults at risk are protected from abuse’.*



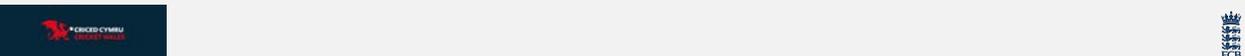

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## What does a Club Safeguarding Officer do?



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## 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
- DBS
- Committee



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**CRIBED CYMRU**  
CHILDREN'S INVESTMENT BOARD

**ECB**

## The Law...

*Legislation* – Protection of Freedoms Act 2012  
 Children Act 1989  
 The Social Services and Well-being (Wales) Act 2014 (Child & Adult)  
 Wales Safeguarding Procedures 2019

*Rules* – Duty to Report

*Regulations* – Positions of Trust and Responsibility

*England*  
 Working Together 2020  
 Safeguarding Adults – Care Act 2014

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**Children Act 1989**

*“the child’s welfare shall be the court’s paramount consideration”.*



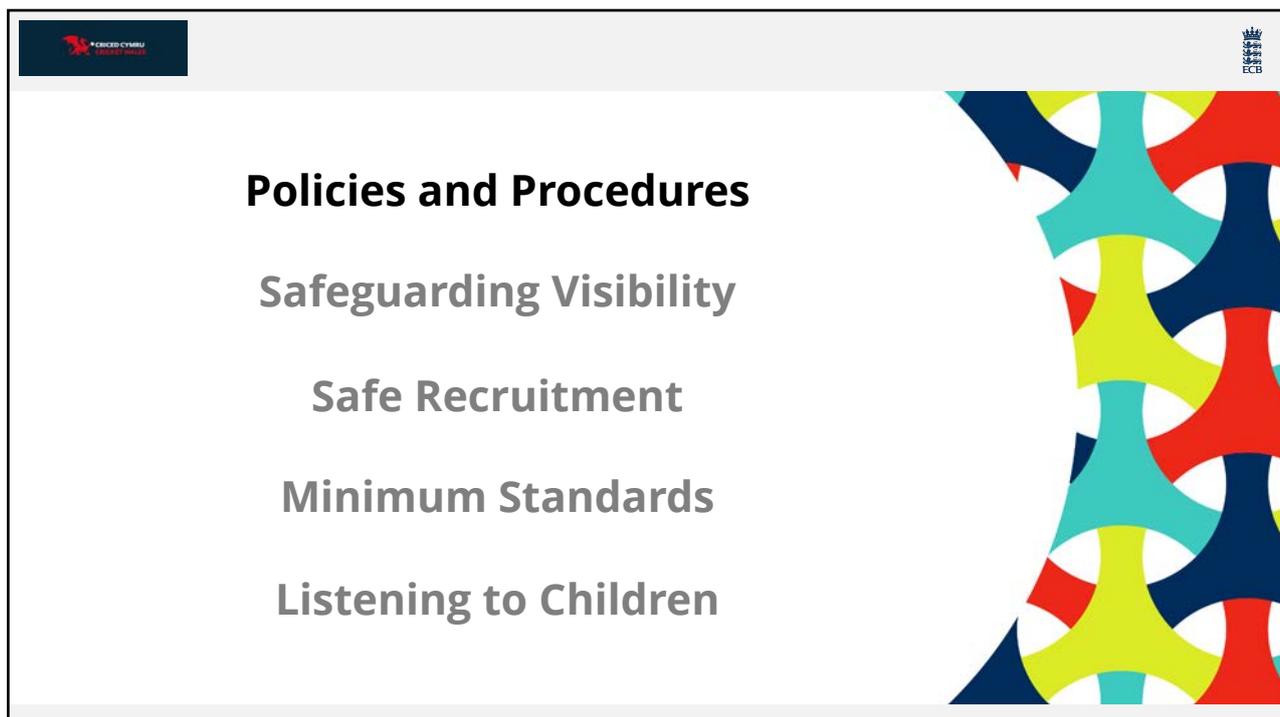
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**What does my club have in place to protect children?**



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**Policies and Procedures**

**Safeguarding Visibility**

**Safe Recruitment**

**Minimum Standards**

**Listening to Children**

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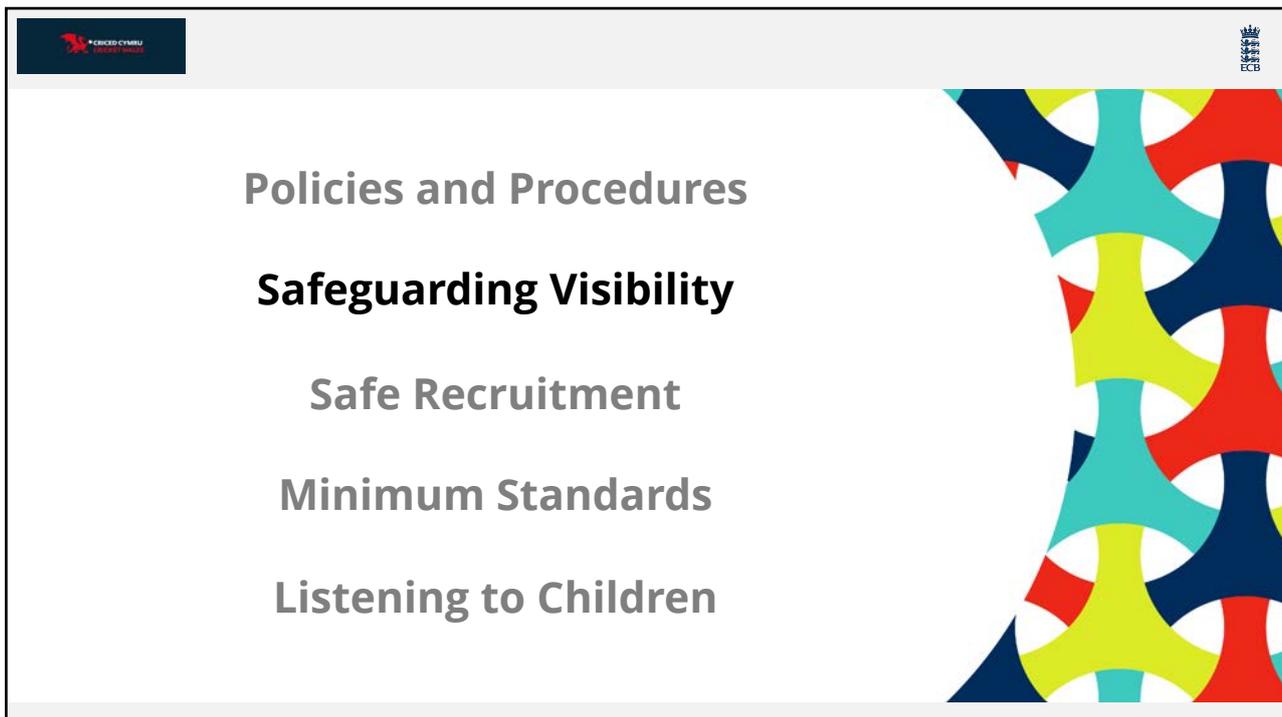


**Policy Checklist**

- 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
- SG Adults Policy

• [www.ecb.co.uk/safeguarding/safeguarding-resources](http://www.ecb.co.uk/safeguarding/safeguarding-resources)

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Slide 23 content: A presentation slide with a grey header bar. On the left of the header is the 'CRICED CYMRU' logo, and on the right is the 'ECB' logo. The main content area is white with a decorative pattern of overlapping colorful shapes (red, yellow, teal, dark blue) on the right side. The text is centered and reads: 'Policies and Procedures', 'Safeguarding Visibility', 'Safe Recruitment', 'Minimum Standards', and 'Listening to Children'.

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Slide 24 content: A presentation slide with a grey header bar. On the left of the header is the 'CRICED CYMRU' logo, and on the right is the 'ECB' logo. The main content area is white with a decorative pattern of overlapping colorful shapes (red, yellow, teal, dark blue) on the right side. The text is centered and reads: 'Policies and Procedures', 'Safeguarding Visibility', 'Safe Recruitment', 'Minimum Standards', and 'Listening to Children'.

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## 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

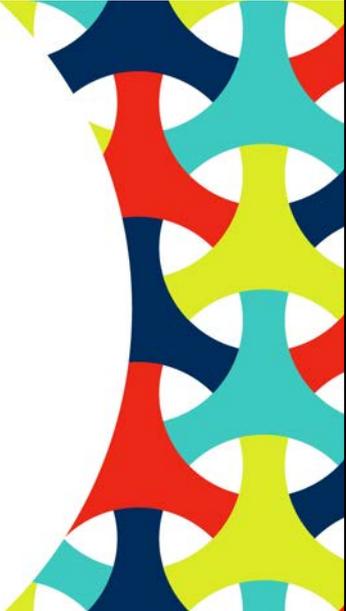



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## Right People In Place – Safer Recruitment

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

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## Right People In Place – Safer Recruitment

Professional Processes	Personal Qualities
<ul style="list-style-type: none"> <li>• Role Profile</li> <li>• Interview</li> <li>• Watch them coach</li> <li>• See how they engage around children</li> <li>• Training</li> <li>• Experience</li> <li>• Induction</li> <li>• Ongoing training</li> </ul>	<ul style="list-style-type: none"> <li>• Calm</li> <li>• Approachable</li> <li>• Listener</li> <li>• Developer</li> <li>• Child Focused</li> <li>• Engaging</li> <li>• Trust</li> <li>• Respect</li> </ul>





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## Right People In Place - Safer Recruitment

All organisations working with children **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. Who needs one?  
ECB Safe Hands has a detailed guide.
- How long are DBS's valid for?  
DBS checks are valid for 12 months
- Encourage people to sign up to the ‘update service’
- The ECB has a process in place to manage DBS certificates with content

[www.ecb.co.uk/safeguarding/dbs-checks-ecb-vetting](http://www.ecb.co.uk/safeguarding/dbs-checks-ecb-vetting)



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# Policies and Procedures

## Safeguarding Visibility

### Safe Recruitment

## Minimum Standards

### Listening to Children

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### Clubs Skills & Qualification Template

The below table details the skills and qualifications which are needed for the various roles within a recreational cricket club and are a pre-requisite for ECB Clubmark accreditation. It is important that the skills and qualifications are obtained prior to someone taking up a role. If you need further details on how to book on a course or on obtaining a qualification then please contact your local board.

Role	Safe Hands Workshop*	Safeguarding & Protecting Children*	DBS*	SYC*	Relevant Coaching Qualification
Club Welfare Officer	Yes	Yes*	Yes	No	No
Coach	No	No	Yes	Yes	Yes
Umpire	No	No	Yes	No	No
Scorer (Aged 16 & Above)	No	No	Yes	No	No
Junior Age Group Managers	No	No	Yes	No	No
Open Age Team Captains	No	No	Yes	No	No
Volunteer Co-ordinator	No	No	Yes	No	No
Junior Supervisor	No	No	Yes	No	No
First Aid, Physiotherapist, Medical Support	No	No	Yes	No	No
All Stars Activator	No	No	Yes	Yes	No

\* To be renewed every 3 years.  
 \* Initial qualification is via face to face course, however renewals can be done online. If Club Welfare Officer is also a qualified coach, then the SYC qualification is acceptable instead of the Safeguarding & Protecting Children qualification.

Below is a blank template to complete and add to your ECB Clubmark Planning file. Please ensure it is fully completed as any gaps will mean a delay in achieving your accreditation. As part of the Clubmark assessment process the information you submit will be verified.

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**Listening to Children and Young People**

Why is this important?  
 How do we do this?  
 Please share your good practice examples.

**What are the benefits of listening to children?**




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**Good Practice** ↔ **Poor Practice** ↔ **Abusive Practice**



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## The 3 'R's

- R** - Responding to the disclosure / suspicion / concern / allegation
- R** - Recording the relevant information
- R** - Reporting the relevant information




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## 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.

**Poor practice could be someone testing the water - can they get away with this, could this escalate?**



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## 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, diabetes and inhalers
- Sun burn and dehydration
- Speaking in a rude, insulting, belittling or other inappropriate way
- Driving children home after training or matches
  - Poor Practice – can potentially be dealt with locally

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## Responding

- Listen & clarify detail
- 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.
- **DON'T – Cross Examine**
- **DON'T – Disbelieve**
- **TED PIE**

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## 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
- Be mindful of personal opinions or feelings – be factual
- Poor Practice – can potentially be dealt with locally
- Abusive – Contact Police, Ieuan Watkins or ECB Safeguarding Team
- Use the [ECB Referral Form](#) if possible



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## 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.

Fact not opinion

Ensure you take support for yourself when needed.




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canada *life*™




Wellbeing and welfare support for Club Safeguarding Officers in Wales.

Need personal support – ask for it.

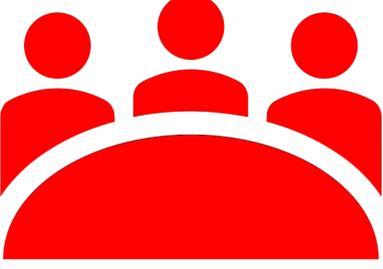
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## Scenarios

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?



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RESPOND

RECORD

REPORT

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## 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:

- Is experiencing, or at risk of abuse or neglect  
AND
- Has needs for care and support (whether or not the local authority is meeting any of those needs  
AND
- They are unable to protect themselves from abuse or neglect or the risk of it

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



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**OPENING UP**

**MENTAL WELLBEING & SUICIDE PREVENTION THROUGH CRICKET**  
WWW.OPENINGUPCRICKET.COM

**Mental Health Helpline For Wales**  
Community Advice & Listening Line  
Offering a confidential listening and support service

Freephone **0800 132 737**  
Or text help to **81066**

**Mind Cymru**  
for better mental health  
o blaid gwell iechyd meddwl

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## Suspensions due to Safeguarding Concerns

Process in place for this

**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

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## Next Steps

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

Look at your Actions List, consider...

- Your role on your club committee
- Safeguarding as a regular agenda item
- Discuss safer recruitment with club Chair
- 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
- ...
- ...



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## Here to Support You

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- Ieuan Watkins / Dave Loosmore

League Safeguarding Officer

- Available to you for help and advice

Cricket Wales Area Managers/Admins

- Available to you for help and advice

ECB Safeguarding Team

- [Safeguarding@ecb.co.uk](mailto:Safeguarding@ecb.co.uk) or [Dbs@ecb.co.uk](mailto:Dbs@ecb.co.uk)

Contact Details here... [www.cricketwales.org.uk](http://www.cricketwales.org.uk)




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