

## HOLMBURY ST MARY CRICKET CLUB

# Child Protection Policy

### 1) Introduction

This policy document is based on the guidelines set down in the ECB Document "Safe Hands - Welfare of Young People Cricket Policy".

**All Young People at Holmbury St Mary Cricket Club (HSMCC)** regardless of age, gender, race, religion, sexual orientation, ability or disability have the right:

- (i) To be protected.
- (ii) Enjoy their cricket in a safe environment.

Adults working for HSMCC with Young People will:

- (i) Adhere to the standards set out in this document.
- (ii) Provide a safe and positive and fun cricketing experience for Young People.
- (iii) Will be educated in the best practice when working with young people.
- (iv) Will be familiar with this document and have access to the ECB Welfare of Young People Cricket Policy via the Club Welfare Officer.

The Management Committee for HSMCC:

- (i) Fully endorse the contents of this document.
- (ii) Ensure any allegations or suspicions relating to Young People will be dealt with swiftly and appropriately.

### 2) Good Practice

- Ensure that cricket is fun, enjoyable and fair play is promoted.
- Treat all young people equally with respect and dignity.
- The welfare of the Young Person comes before winning.
- Do not use bad language, smoke or drink while in charge of young people.
- Work in an open environment both physically and emotionally, e.g. encourage participation.
- Give enthusiastic and constructive feedback.
- Ensure proper records are kept and are at hand if required (including accident and injury).
- Ensure physical contact should be appropriate and with the Young Persons permission.
- Always follow-up allegations made by a young person in accordance with the guidelines in the ECB Welfare of Young People Cricket Policy.
- Keep your technical skills, qualifications and insurances up to date.
- Always inform a parent if:
  - You accidentally hurt a young person
  - A young person seems distressed in some manner

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- A young person becomes sexually aroused by your actions
- A young person misunderstands or misinterprets something you have done

### **3) Poor Practice**

- Never spend time alone with young people way from others.
- Take Young People to your home where they will be alone with you.
- Engage in rough, physical or sexually provocative games.
- Never share a room with a young person (tours etc).
- Never make sexually suggestive remarks to a young person.
- Never allow inappropriate language to be used unchallenged.
- Never do things of a personal nature for a young person that they should do themselves
- Transport Young People in your car alone.
- Transport Young People if you are not insured, your car has not a valid MOT or you are disqualified from driving (See Exclusion section).

### **4) ECB Welfare Incident Form**

This is part of the Welfare of Young People Cricket Policy document and can be obtained from the Club Welfare Officer and must be completed if any of the best practice guidelines above are breached.

### **5) Photography or use of Video**

Parents' permission should be sought before young people's pictures are published, displayed or put on the web-site. Video analysis plays a big part in the coaching of a young cricketer however parents permission should be sought before doing taking Video footage of their children and the footage should be stored. Full guidelines on the use of photography are included in the ECB guidelines.

### **6) Changing Facilities**

- Children under the age of 10 in changing rooms should be supervised at all times by staff of the same gender of the players.
- Adults should not shower with children under 16 (see exclusions).
- If young people do not wish to shower in public they should be put under no pressure to do so. Encourage them to do so at home.

### **7) Guidance for Parents**

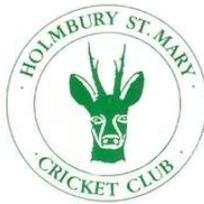
Parents should be made aware that:

- (i) HSMCC do not currently provide coaching but were it to be provided in the future, the Club would encourage coaching staff to be appropriately qualified and aware of all child protection issues.
- (ii) HSMCC encourage parents to get involved with the club.
- (iii) If a parent/carer is late the club will:
  - Attempt to make contact with the parent/carer.
  - Wait with the young person (preferably accompanied by other adults).
  - Not send a child home with another person without prior permission.
  - Remind parents/carers re late collection.

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Page 2



- At a last resort inform social services or the police.

## **8) Use of Alcohol or Illegal Substances**

- Young people will not be allowed to drink alcohol, smoke or take illegal substances while at HSMCC.
- Adults should not drink alcohol, smoke or take illegal substances while in charge of young persons.

## **9) Indicators of Abuse**

Through training, the HSMCC Club Welfare Officer will be able to recognise situations where children may have been abused, and guidelines exist to help him/ her to assist the young person in an appropriate manner and are set out in full in the ECB policy document.

## **10) Bullying and Harassment**

As with abuse, the HSMCC Club Welfare Officer will be familiar with the Club's Anti-Bullying Policy and should be able to recognise situations where this is occurring and is obviously at odds with our policy of providing an environment where young people can enjoy their cricket.

## **11) Recruitment**

HSMCC has a recruitment policy that defines our procedures for recruiting staff and volunteers. HSMCC does not currently have any employed staff but if this changes such staff will be asked to declare their suitability for working with children via an internal form.

## **12) Visibility**

HSMCC will ensure that all members and parents within the club are aware of this document and the obligations that go with it.

## **13) Exclusions**

The following section details areas within the ECB guidelines that HSMCC do not have the administrative resource to support.

- Registering drivers:* ECB Recommends that all drivers who give transport young children on behalf of the club complete a form proving details pertaining to the vehicle or the driver. E.g. MOT and Insurance etc. While we support this in principal, HSMCC cannot take on this role.
- Umpires and Scorers:* ECB recommends that as these have access to young people that HSMCC should check their credentials. While HSMCC appreciate the principals behind this stance it would be difficult to enforce in all circumstances and would ask our Team Captains to be vigilant that these people adhere to our guidelines, e.g. being left alone with children.
- There is a form as part of the ECB guidelines that parents should fill out consenting to their children's images being on the web-site and or video. HSMCC may fulfil this obligation through a blanket communication as opposed to individual forms.
- HSMCC changing facilities sometimes require that under 16s have to shower with adults. HSMCC will ensure that parents are aware of this and the fact that adults are aware of appropriate behaviour in such circumstances.
- The ECB has a recruitment policy and "Self Declaration" form that has an administrative overhead that HSMCC simply cannot always meet. HSMCC are grateful for players and any volunteers who come forward and will take measures and allocate funds to ensure that regular volunteers are trained in matters relating to the welfare of young persons.

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Page 3