



Middlesex Cricket – Changing and Showering Policy

Statement of Intent

Middlesex Cricket is committed to providing a safe and effective environment for young people to enjoy their involvement in cricket and reach their potential.

All people involved in cricket including parents / carers, coaches, team managers, volunteers and organisers must be aware that there are circumstances under which junior players may find themselves changing in facilities where adults are present. We all have a duty of care to ensure all risks are minimised by implementing the following procedures.

Procedures

1. Adults must not change, or shower, at the same time using the same facility as children - if the same changing room is to be used by both the adult and child teams, they must have different times of use, this includes during match times i.e. padding up.
2. Mixed gender teams must have access to separate male and female changing rooms, if this is not possible, each gender is to have a distinct time slot.
3. Due to the risks of inappropriate photography or filming, mobile phones must not be used in changing rooms
4. If children are uncomfortable changing or showering at the designated facility, no pressure should be placed on them to do so. Suggest instead that they may change and shower at home.
5. No 'team talks' are to be conducted by adults in changing rooms for junior teams.
6. No adults are to enter changing facilities allocated to junior players unless supervision is deemed necessary.

Supervision in the changing facility may be necessary when:

- children are too young to be left alone or change themselves. Organisers of groups of children under eight years should make arrangements for their supervision while changing before and after the activity. Although most children of school age (four years old) may be capable of changing their clothes, many leisure facilities have established guidelines that any child below the age of eight years must be accompanied.
- the group includes disabled children who require additional support and assistance with changing (note this should be undertaken by prior agreement with their parent or professional carer)
- children could injure themselves or access a potential high-risk area such as a swimming pool that is unattended
- there are concerns about bullying, fighting or other troublesome behaviours taking place which need to be managed.



Who should supervise?

If Middlesex assess it necessary that the children and young people need supervision, staff will be assessed and vetted to do so.

Considerations:

- Numbers – organisers are recommended to have more than one adult supervising, as this will ensure cover in the event of an accident or incident occurring or if one supervisor is called away.
- Gender – it is considered good practice to ensure that children are supervised by staff/volunteers of the same gender while changing.
- Timings – by agreeing a very clear timetable for use of the changing facilities by children, the supervising adults and any coaches or officials respectively, the risks associated to any extended contact between the adults and children are minimised.
- Carry out safe recruitment practices including: 1. criminal records checks for individuals whose roles make them eligible by virtue of their role meeting the current definition of regulated activity 2. references – these should include a reference from a recent, previous employer/club where they have worked with children/young people 3. role description – providing clear details about the boundaries of their role 4. code of conduct – a document that individuals sign up to that clarifies the standards of behaviour expected of staff/volunteers.