



Safeguarding Policy Statement

Middlesex Cricket (MCCC) and Middlesex in the Community (MITC) are committed to safeguarding and promoting the welfare of children and adults, including our talented and elite cricketers. We acknowledge our duty of care and ensure our safeguarding practices reflect both statutory responsibilities and government guidance, whilst encouraging best practice within the sport. Our policy, procedures and practice incorporate the England and Wales Cricket Board (ECB) requirements as documented in the games 'Safe Hands' Policy and Safeguarding Adults Policy.

We are clear that cricket is a game for everyone. We firmly believe that everyone involved has the right to enjoy the game in an environment safe from abuse and harm of any kind. We recognise that a positive cricket experience is essential to the success of the game, and we prioritise developing the right environment for all those involved ahead of individual and/or club performance.

If you would like further support and advice, please contact our Safeguarding Team on safeguarding@middlesexccc.com.

MCCC and MITC are committed to ensuring that all children participating in cricket have a safe and positive experience.

Working Together to Safeguard Children, December 2023, defines a child as anyone under 18.

MCCC and MITC will do this by:

- Recognising that all children participating in cricket (regardless of age, gender, race, religion, sexual orientation, ability, or disability) have a right to have fun and be protected from harm in a safe environment.
- Adopting and implementing the England & Wales Cricket Board (ECB) 'Safe Hands Cricket Policy for Safeguarding Children' and any future versions of the policy.
- Appointing a Designated Safeguarding Lead (DSL) within the senior leadership team and a County Safeguarding Officer and ensuring they attend all current and future training modules required by the ECB and NSPCC, so that they have the necessary skills to undertake their role effectively.

- Ensuring that the DSL and Middlesex County Safeguarding Officers name and contact details are available as the first point of contact for Club Safeguarding Officers, staff, and volunteers of MCCC and MITC
- Ensure Safeguarding Policies are reviewed at the Equality, Diversity, and Inclusion (ED&I) Committee who will provide feedback, and approvals, prior to ratification of policies by the Middlesex Cricket Board.
- Safeguarding to be reviewed and reported in every Middlesex Cricket Board meeting.
- Ensure that all people who work at MCCC and MITC (employees, contractors, directors, officials, coaches, managers, and volunteers) understand that the Safe Hands Policy applies to them according to their level of contact with children in cricket. That they understand their roles and responsibilities in respect of safeguarding and are provided with appropriate learning opportunities to recognise, identify, and respond to signs of abuse, neglect and other safeguarding concerns relating to children.
- Ensuring that all individuals working within MCCC and MITC are recruited and appointed in accordance with ECB Safer Recruitment guidelines. Take all reasonable steps to prevent the employment and deployment of unsuitable individuals working in regulated activity with children and adults at risk
- Ensure timely & appropriate action is taken in the event of disclosures, incidents or concerns of abuse and provide support to the individual/s who raise or disclose the concern
- MCCC and MITC staff will take all disclosures, incidents or concerns seriously
- Ensure that correct, comprehensive, and confidential reporting procedures exist for raising and managing safeguarding and child protection concerns. The procedures recognise the responsibility of the statutory agencies (Social Care, Police and Health) as defined by the ECB, Statutory Agencies and Local Safeguarding Children's Partnerships (LSCP). Access to confidential information relating to safeguarding and child protection issues be restricted to the County Safeguarding Officer and Designated Safeguarding Lead. Confidential information may need to be shared with the appropriate statutory agencies.
- Providing everyone connected with cricket in Middlesex (including parents, children, and volunteers) with the opportunity to voice any concerns which they may have about child abuse, and/or poor practice to the DSL or CSO (County Safeguarding Officer).
- Ensuring that all suspicions, concerns, and allegations are taken seriously, considered, dealt with appropriately and in a timely way.
- This policy and related procedures will be widely promoted and are mandatory for everyone involved within MCCC and MITC. Failure to comply with the policy and

procedures will be addressed without delay and may result in dismissal or exclusion from the organisation.

Monitoring

The policy will be reviewed annually or in the following circumstances:

Changes in legislation and/or government guidance

As required by the Local Safeguarding Children Partnerships, NSPCC/ CSPU, UK Sport and/or and the ECB.

Because of any other significant change or event.

Reporting

Timely reporting is crucial.

If someone is at imminent or immediate risk, you must call the Police by dialing 999 or the Local Authority Children's Services where the child lives. This can be found on the Local Authority website. Following this please contact our Designated Safeguarding Lead for local advice and support.

Dal Babu - Designated Safeguarding Lead

dal.babu@middlesexccc.com / 07561 853999

To raise concerns, report or communicate with Middlesex Cricket regarding safeguarding matters, please email safeguarding@middlesexccc.com.

You may do this anonymously if you wish. Alternatively, you can report directly to the Cricket Regulator at safeguarding@cricketregulator.co.uk.

For further information:

- <https://www.ecb.co.uk/about/policies-and-regulatio...>
- <https://www.ecb.co.uk/about/policies-and-regulatio...>
- **Contact:** safeguarding@cricketregulator.co.uk / **020 7432 1200**
- **NSPCC: 0808 800 5000**
- **Childline: 0800 1111, by post Childline Post Freepost 1111 London N1 OBR**
or <https://www.childline.org.uk/>

Review date: November 2024

Next Review: November 2025