



Middlesex Cricket – Employee/Workforce Safeguarding Standards

All Middlesex Cricket employees or workforce are required to meet minimum safeguarding standards in relation to the assigned role. Individuals are responsible for keeping all criteria in date and to notify the County Safeguarding Officer for Middlesex Cricket of any updates or changes. If any of standards are not met, temporary suspension will be enforced until rectified. If employees repeatedly fall below these standards, disciplinary procedures may be pursued.

Coaches & Employees with Junior Coaching Responsibilities

Require the following:

1. Relevant coaching qualification for the player, environment & role.
2. Current Disclosure & Barring System (DBS) vetting check – cricket specific
3. Current Safeguarding & Protecting Children certificate is requested, however minimal standard is Safeguarding Young Cricketer certificate.
4. Active member of the ECBCA – affiliated to Middlesex
5. Current First Aid Certificate (which includes emergency aid)

If coaches work in school environments, in addition to the above, the following criteria is required:

6. Coaching in Schools Modules for Primary & Secondary Education
7. Disability Inclusion Training

Junior Managers, Junior Co-ordinators & Junior Supervisors:

Require the following:

1. Current Disclosure & Barring System (DBS) vetting check – cricket specific
2. Current Safeguarding & Protecting Children certificate is requested, however minimal standard is Safeguarding Young Cricketer certificate.
3. Current First Aid Certificate (which includes emergency aid)

Umpire & Scorers

Require the following:

1. Relevant qualification
2. Current Disclosure & Barring System (DBS) vetting check – cricket specific
3. ACO membership

First Aider, Physiotherapist, Strength & Conditioning, Medical Support Staff, Psychologist & Sport Massage therapists

Require the following:

1. Relevant qualification for the role
2. Current Disclosure & Barring System (DBS) vetting check – cricket specific
3. Current Safeguarding & Protecting Children certificate is requested, however minimum standard is Safeguarding Young Cricketers certificate.
4. Current First Aid Certificate (which includes emergency aid)
5. Relevant membership or insurance for the industry

Safeguarding Officers

Require the following:

1. Current Disclosure & Barring System (DBS) vetting check – cricket specific
2. Current Safeguarding & Protecting Children certificate is requested, however minimum standard is Safeguarding Young Cricketers certificate.
3. Safe Hands Workshop
4. Attend annual update training from Middlesex DSL, ECB & NSPCC

National Programme Activators

Require the following:

1. Current Disclosure & Barring System (DBS) vetting check – cricket specific
2. Online National Programme Safeguarding module

3. Face to face National Programme Activator Training

The above standards comply with the safer recruitment framework and support the safeguarding duty of care for organisation working with children and young people

The above roles have been identified and assessed in the context of cricket's participation delivery in community, educational, club & performance environments.

For further information please contact the Middlesex Cricket County Safeguarding Officer, Ken Palmer - safeguarding@middlesexccc.com.

Reviewed: 30/11/24

Next Review - November 2025