



## Middlesex Cricket – Safeguarding Policy

Middlesex Cricket acknowledges the duty of care to safeguard and promote the welfare of children, young people and vulnerable adults at risk and is committed to ensuring safeguarding practice reflects statutory responsibilities and legislation\*, government guidance, complies with best practice and supports the England & Wales Cricket Board's (ECB) requirements as documented in the games' policy for safeguarding - Safe Hands.

\*The Care Act 2014 (England) and the Social Services and Wellbeing Act 2014 (Wales)

Middlesex Cricket is committed to ensuring that all children, young people, and vulnerable adults at risk, within cricket, regardless of age, ability, gender, gender expression, race, religion, belief, sexual orientation, or socio-economic background have the right to enjoy the game in an environment safe from abuse and harm of any kind.

This policy recognises that the welfare and interests of children, young people and vulnerable adults at risk are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children and vulnerable adults at risk;

- have a positive and enjoyable experience of sport at Middlesex Cricket in a safe and child-centred environment
- are protected from abuse whilst participating in cricket or other activities delivered by Middlesex Cricket.

Middlesex Cricket acknowledges that some children, including disabled children & young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

The welfare of all children is paramount, with the welfare of these groups being the priority when considering procedures. The Children's Acts 1989 & 2004 define children as anyone under the age of 18 years old.

As part of our safeguarding policy Middlesex Cricket will:

- promote and prioritise the safety and wellbeing of children and young people

- Appoint a Designated Safeguarding Lead (DSL) within the senior leadership team and a County Safeguarding Officer
- 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 at Middlesex Cricket Executive Board.
- Safeguarding to be reviewed and reported in every Middlesex Cricket Board meeting.
- Ensure everyone within Middlesex Cricket and its affiliated organisations understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify, and respond to signs of abuse, neglect and other safeguarding concerns relating to children.
- 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
- Will take all disclosures, incidents or concerns seriously
- Ensure that confidential, detailed, and accurate records of all safeguarding concerns are maintained and securely stored
- Take all reasonable steps to prevent the employment and deployment of unsuitable individuals working in regulated activity with children and adults at risk
- Ensure robust safeguarding arrangements and procedures are in operation throughout the organisation

This policy and related procedures will be widely promoted and are mandatory for everyone involved within Middlesex Cricket. Failure to comply with the policy and procedures will be addressed without delay and may ultimately 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 Board, NSPCC/CSPU, UK Sport and/or and the ECB.
- as a result of any other significant change or event.

### Reporting

To raise concerns, report or communicate with Middlesex Cricket regarding safeguarding matters, please email [safeguarding@middlesexccc.com](mailto:safeguarding@middlesexccc.com). You may do this anonymously if you wish. Alternatively, you can report directly to the ECB at [safeguarding@ecb.co.uk](mailto:safeguarding@ecb.co.uk).

Timely reporting is crucial.

If someone is at imminent or immediate risk, you must call the Police by dialling 999 or Local Social Services – following which please contact our Designated Safeguarding Lead for local advice and support. For further information:

- <https://www.ecb.co.uk/about/policies-and-regulatio...>
- <https://www.ecb.co.uk/about/policies-and-regulatio...>
- ECB Safeguarding Team: 020 7432 1200 / [safeguarding@ecb.com](mailto:safeguarding@ecb.com)
- NSPCC: 0808 800 5000
- Childline: 0800 111 10, by post Childline Post Freepost 1111 London N1 0BR  
or <https://www.childline.org.uk/>

Reviewed: 30/11/24

Next Review - November 2025