



Hatfield Peverel Cricket Club
and
Hatfield Peverel All Stars



CHILD WELFARE POLICY

JULY 2021

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Overview

Hatfield Peverel Cricket Club and Hatfield Peverel All Stars adopts the Child Welfare policies as stated in the NSPCC book "Safe Hands".

Anyone who wants to see a copy of this can ask the Child Welfare officer or they can see the document on the Internet on the ECB Website www.ecb.co.uk, search for Child Welfare.

Hatfield Peverel CC affiliated to the Mid Essex District Board where there is an officer who ensures that each club in the district has an officer and that he/she has up to date qualifications to do that job.

IF there is a SHORTFALL in personnel with qualifications then the club's Chairman will assume the role of welfare officer until a Club Welfare Officer can be appointed.

All Cricket and other sports clubs are required by law to work together to safeguard children in accordance with the Children's Act 2004. There is an NSPCC flow chart showing how this works and the ECB have developed a "Grounds to Play" plan which was produced in 2010 which identifies responsibilities that need to be undertaken

Under these requirements HPCC is bound by a "Clubs Duty of Care".

- Club must adopt ECB safe hands policy
- Follow ECB reporting mechanisms
- Recruit a Welfare Officer
- Must have a player profile system – allergies etc
- Adopt a Code of Conduct for players and members.
- Adopt policies, photography, bullying, changing room etc.

All clubs and districts are supported by the County, who have their own Safeguarding Officer for ALL Sports, Hatfield PeverelCC are supported by Mid Essex District Cricket Board and Essex CC, then the ECB.

Any complaints or queries relating to Child Welfare issues can either be taken up with any of the Club Safeguarding Officers or other qualified person (see Club's folder for details) or the Counties officer on 01245 254037.

The Safeguarding Officers are trained for all sports and not just Cricket so advice can be obtained if necessary.

1.0 Club Management

1.1 Clubs Management Committee

Hatfield Peverel CC take Child Welfare seriously, with this in mind the Child Safeguarding Officer sits on the committee and gives reports at each meeting.

This does not include cases which are strictly confidential.

But will consist of club requirements and improvements as needed.

1.2 Selection of the Club Safeguarding Officer.

The Club Safeguarding Officer must be committed to the club and ensure that they keep up to date with regulations relating to Child Safeguarding.

Attend any meetings or courses set by the ECB or County

As part of this person's duty, they must check on DBS and Self Certification of all who come into contact with young persons who attend coaching, and all matches up to the age of 18

The Club Safeguarding Officers job specification is in accordance with the ECB guidelines.

Selection of this person is done yearly at the AGM.

It is preferable but not necessary to have more than one Safeguarding Officer, at the time of writing Hatfield Peverel CC have 2, 1 male and 1 female.

1.3 Named Persons

Hatfield Peverel Cricket Club named persons to consult on Child Welfare issues.

Safeguarding Officer Simon Cheek

Safeguarding Officer Ellie Watson

Essex Country Cricket Club County Safeguarding Officer Phil Knappett 07717728725

Ford County Ground, Chelmsford 01245 254005 (Graham Smith)

1.4 Staff Recruitment

Recruitment of staff is difficult under the current system of checks. However, Hatfield Peverel Cricket Club requires those whose roles require them to work closely with children successfully clear a Disclosure and Barring Service (DBS) check as a prerequisite to a formal interview and appointment.

<http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/>

It is club policy that all Club Coaches, Captains and Vice Captains are all DBS checked. This ensures that any person can be trained and when at a certain age and aptitude can then play adult cricket.

All Coaches, Managers, Captains and Vice Captains agree to be DBS cleared before the start of a Cricket season.

There is a Senior Coach trained to level 2 who is assisted by level 1 coaches and volunteers.

The Senior Coach has a duty to inform the Level 1 coaches of the training session plan, the Level 1 coach is trained only to assist.

2.0 Child Safeguarding.

2.1 Welfare Complaints.

In the event of a complaint, it should be made discreetly to the Club Safeguarding Officers or directly to the County Safeguarding Officer.

The Club Safeguarding officers MUST Document the complaint, with the agreement of the aggrieved person a plan of action will be taken so the individual knows what to expect.

The Welfare officer will then decide on what course of action is needed under the Safe Hands Guidelines.

All complaints will be handled under the guidance of the Counties Safeguarding Officer and the documentation of the ECB.

2.2 Written Complaints

Written complaints can be sent or handed in to the club but must be marked Private and Confidential for the Club's Safeguarding Officers.

The Club's Safeguarding Officers will then contact the complainant and will further document the complaint and agree actions.

2.3 Whistleblowing

Whistleblowers can report problems they have seen not only at local club level but within the leagues. All players have a responsibility to stamp out wrongdoing to children.

Contact with the Club Safeguarding Officers is not necessary if the whistle-blower wants to remain anonymous, they can write or call the County Safeguarding officer Phil Knappett at the Cloud County Ground, 07717728725 or contact Graham Smith Chelmsford on 01245 254005

3.0 Code Of Conduct

Each year the Club's Code of Conduct will be documented on the Club's Webpage, Play-Cricket page and posted on the notice board. It is applicable to all who play or attend matches and other functions of Hatfield Peverel Cricket Club whether home or away.

4.0 Child Protection Policy (inc Health and Safety)

This policy is in line with those documented within the NSPCC guidelines.

It is important that those working with young players behave in an appropriate manner and place their protection at the core of all the club's activities.

4.1 Health and Safety

A Health and Safety check of the Hatfield Peverel CC premises will be done at all times prior to the facility being used. This is to cover the club in the event of any accident occurring, that may warrant an investigation by the Health and Safety Executive.

It is the responsibility of the captain or delegated person to ensure the form is completed and dated.

Please note:

- o **Health and Safety is the responsibility of everyone.**
- o The Groundsman's Lockup is out of bounds to everyone without consent.
- o Ensure you have read the Net Policy. No hardballs are to be used unless supervised by a cricket coach or a delegated adult.
- o Those in the nets being supervised using a hardball **MUST** wear a Helmet and abdominal protector (BOX), Pads and padded cricket gloves.
- o No Spikes are to be worn
- o Do Not rest on the Green Vermin Net wires.
- o The Kitchen is out of bounds to young players and visitors.
- o No unauthorized person is allowed behind the bar.
- o The changing rooms and shower areas must be used in accordance with the instructions in the Changing Room Policy. Care must be taken by adults when using the toilets if, on entering, there is a young player using them at the same time.

Accident Forms are located in the run on bags and on the shelf with the first aid bags in the Pavilion.

4.2 Coaching staff

Hatfield Peverel CC adopt a policy that complies with the ECB vetting and welfare regulations and a list of those checked can be found on the noticeboard in the Pavilion.

4.2.1 Managers and Coaching Staff Guideline

At no time should an adult, when supervising a young players one on one or in a group, be on their own and out of view to other adults unless they are the young player's parent or guardian.

It also needs to be arranged on match days, that the coach has another adult with them during pre match discussions and after match feedbacks especially if these are conducted in the changing rooms or out of view from others.

Hatfield Peverel Cricket Club have a joining form that has information on that will be shared with coaches and volunteers and allows them to be aware of medical needs as well as parent or guardian phone numbers in case of emergency.

It is a key performance indicator for the Club, that all those who come to watch and play cricket at Hatfield Peverel CC are treated equally, enjoy themselves and fair play is promoted.

It is up to the coaching staff to ensure that the young players are kept in a safe environment and it is therefore the coach's decision to allow playing hard ball cricket. The key criteria is the capability of the least able young player in the group.

It is also the decision of a coach or manager to allow a young player to play lengthy overs game where concentration may be needed. The key criteria is to ensure safety of all participants.

The coaches are expected, as part of the club's requirement, to train and educate those who wish to learn the game of cricket and make it fun for all participants.

Causing disruption or lack of attention whilst being coached is unsafe and the coaches have the authority to do what is necessary to keep the majority of the group safe.

Coaching Aids are used to help the young player understand where they may have problems with a Cricket skill, coaches should have parental agreement before taking video.

Hatfield Peverel CC also requires the parents, guardians and authorised carers take an active part in ensuring the safe and well being of the children. The club requires them to be supportive of the coaches as well as their children.

4.3 First Aid

The Cricket Club will have many people who are trained at first aid, in the event of an injury an adult will need to be in attendance if the person needs to touch the injured child, the first aider will then need to fill in the first aid book. Included must be all the injury details and attending adult name.

A list of qualified First Aiders will be on the Notice Board.

The first aid boxes will be checked to ensure that items are in date, and that there are adequate ice packs readily available.

5.0 Club Policies

5.1 Travel

The club in their commitment to provide Cricket matches are part of the Mid Essex District Cricket League, it is therefore possible that those children selected to play will need transport to away games.

The coach/manager is NOT allowed to be on his/her own with a number of children in a vehicle without another adult in attendance.

It is up to the parents to make arrangements for their sons/daughters' attendance at matches.

5.2 Bowling Directives

The ECB have strict guidance on fast bowling for young players. These are in Section 3 of the ECB's policy for safeguarding children, "Safe Hands". This policy is intended to protect the young player from injury, so it is imperative that the Parent or Guardian assist the Club by informing the team captain/manager and coach how many overs the young player has bowled during the day in question prior to any match or practice session starting. This directive applies to young players of all ages up to U19.

5.3 Photography

It is prohibited for any photographs to be taken in the Changing rooms and showers .
Signs are displayed in the changing rooms.

Photography is NOT allowed unless agreed before games start, this is to protect the Children, and there are again ECB guidelines for this.

Any persons wishing to take photographs or video MUST notify the Manager who in turn must get agreement from the players and opposing team's manager and players before acceptance can be granted.

The manager MUST document the request and who the person was, if they are not known and the manager has reservations, he/she can ask for proof of name and address.

At no point can the name and photograph of a young player playing for Hatfield Peverel CC be published in any media, without express consent in writing of the Young Player's Parents or Guardian.

5.4 Young Player Members aged 16 to 18.

A Club Young Player as far as the ECB is concerned is up to the age of 18.

There is a grey area of a Young Player aged between 16 and 18, being at university or education away from home and playing Adult Cricket.

The ECB accepts that Young Players of this age are more likely to shower and change with adults than Young Players below this age.

The ECB and HPCC will allow a Young Player of 16 to 18 to Change and Shower with Adults as long as this has been agreed by their parent or guardian, this will need to be accepted on the club's application form.

5.6 Social Media

Members are to ensure that **No Names** are attached to any photographs or videos and then streamed over an open network.

Although it is not against use for personal use the person sharing the images must ensure that they are not forwarded on to the public domain

Please note that as Social Networking over the internet; be it by Personal Computer, phone or any other means becomes more widely used by many people, Hatfield Peverel CC's Safeguarding Officers will need keep all members aware of the current position with regard to using this media with reference to Hatfield Peverel CC, as a club, its members and its visitors and guests.

Part of the work of the Child Safeguarding Officers is to be aware or made aware of any kind of bullying against any persons involved in the club, by club members or possibly other Cricket Club members.

Note this can be whilst at cricket or at non-cricket related events.

This is NOT just restricted to Hatfield Peverel Cricket Club activities.

It is foreseeable that videos or poorly made remarks about individuals whilst playing for the club could be construed by others as a bullying offence, and may lead to a request for an investigation by the Club's Safeguarding Officers.

Please also be aware that there is a grey area of where the term "banter" or "sledging" could be thought of by others as bullying and so persons placing videos or pictures should be very careful regarding what they place for people to see, (even if it is placed in their own closed user group).

Please note all official correspondence about games and players for the club will be via the Club's official website, or direct email, WhatsApp®, Mail or text from the Team Captains or Club Secretary, all other communications are NOT official Hatfield Peverel CC correspondence.

As a note of caution, if an accusation is made, the CSOs must take action which could lead to the matter being forwarded to the County and ECB CSOs. If there is case, then it can be placed in the hands of the Police.

Please contact the Club Secretary on secretary.hpcc@gmail.com if you have any questions or queries, in the first instance.

5.7 Anti Bullying

5.7.1 Hatfield Peverel CC does not condone the following:

- A parent who pushes too hard, attempts to unduly influence the coach to favour their child, or who encourages unsafe, unfair, conduct at any time.
- A coach who insists on a Win at ALL costs mentality.
- A young player who deliberately intimidates or attempts to intimidate others
- An older player who deliberately intimidates or attempts to intimidate others
- An official who places unfair pressure on young persons.

5.7.2 Bullying can be defined in the following ways.

- Physical eg hitting/kicking and theft
- Verbal eg name calling, constant teasing, sarcasm, racial or homophobic taunts, threats or gestures.
- Written eg Graffiti, letter or mobile texting, emails and online via social media posts and comments.
- Emotional eg tormenting, ridicule, humiliating and ignoring.
- Sexual eg unwanted physical contact or abusive or inappropriate comments.

Awareness is required as it can cause distress and can have an effect on the health and development of Young Players. It has the potential to cause the individual to self harm If any of this has happened, the Safeguarding Officers are to be informed immediately. They must report this to the County Board, ensuring there is supporting evidence for and against and document it.

5.8 Missing Child.

The Club at this point has no actual formal policy as it is required that ALL Children are looked after by their Parents or Guardians at ALL times whilst on the premises or at away fixtures.

In the event of a child going missing, then it MUST be reported to the Club Safeguarding Officer (CSO) or a Club official. A search MUST then be conducted and those conducting the search will report back to the CSO or club official who MUST notify the Police if the search is unsuccessful.

A log of date, person, next of kin, last time seen and other details will need to be completed.

The County Safeguarding Officer MUST be informed.

6.0 Club Training Plan for Coaches.

Hatfield Peverel CC is supportive of coaches' skills enhancement.

This is raised at each of the Young Players Committee meetings where dates of courses are discussed along with names that would benefit. Those persons are approached with the knowledge that the club would pay for the course.

This does not just effect coaching but also umpiring.

This subject is also briefed to members at the AGM and club committee meetings.

7.0 End of Season Appraisals

At Young Player committee meetings and the end of each season meetings appraisals are to be made.

The secretary will document the outcomes which will contribute to the following seasons requirements, which may require some extra helpers, re training and update of coaches' requirements and appointments.

This will also cover the ancillary equipment needed to keep the club going.

Things to be covered,

- Training facilities
- Training items
- Equipment
- Coaches needs
- Training needs ie first aid updates etc.

8.0 Useful Contacts

Club Safeguarding Officers	Simon Cheek	
	Ellie Watson	
County	Phil Knappett	07768552423
	ECB	0207 432 1174
	Samaritans	0845 7909090
Local Police and Child protection teams		01245 491212 01279 641212 01245 490608
NSPCC Helpline	0808 800 5000	
NSPCC Childline	0800 1111	
NSPCC Protection Helpline	0808 100 2524	
NSPCC Asian Helpline	0800 096 7719	