

CALYPSO CRICKET COACHING'S SAFEGUARDING AND CHILD PROTECTION POLICIES



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Calypso Cricket Coaching Cricket is committed to ensuring that all young people who are involved in Calypso Cricket Coaching's cricketing activities, have a safe and positive experience.

Calypso Cricket Coaching is committed to developing and implementing policies and procedures which ensure that everyone in Calypso Cricket Coaching knows and accepts their responsibility in relation to a Duty of Care for young people. It is committed to ensuring that there are correct and comprehensive reporting procedures, by promoting good practice and sound recruitment procedures for all individuals involved in Calypso Cricket Coaching's social and cricketing activities.

Calypso Cricket Coaching recognises that it is not the responsibility of members to determine if abuse has taken place, but it is their responsibility to act upon and report any concerns.

This policy sets out a framework to fulfill Calypso Cricket Coaching's commitment to good practice and the protection of young people in its care within cricket. This policy applies either directly or indirectly to all individuals working within Calypso Cricket Coaching in any capacity according to their level of contact with Young People in cricket.

Calypso Cricket Coaching has appointed a properly trained Safeguarding and Welfare Officer. Members do their best to ensure the safety and protection through adherence to rules and guidelines:

- Code of Conduct for members, coaches and volunteers
- Code of conduct for Parents/Carers
- Guidelines for dealing with incidents and accidents.

Calypso Cricket Coaching fully supports the England and Wales Cricket Board's Policy for

the Welfare of Young People in Cricket in their document "Safe Hands".

UNDERPINNING PRINCIPLES

"Young People" throughout this document refers to those aged 18 years and under.

All Young People participating in Cricket and in sport in general have a right to do so in a safe environment.

All members will provide a safe, positive and fun experience for Young People in both cricket and social activities.

All members will understand and be supported in their role and responsibility with regard to the duty of care for Young People.

Officers, coaches and volunteers will receive support as relevant through education and training to be aware of and understand best practice and how to manage any welfare issues which may come to light.

All suspicions and allegations will be taken seriously, managed and dealt with swiftly and appropriately.

Calypso Cricket Coaching recognises the responsibility of the statutory agencies and is committed to complying with relevant national and local area Child Protection Procedures.

It is the responsibility of child protection experts to determine whether or not abuse has taken place, but it is the responsibility of all those working within Cricket and within this to report any concerns.

CHILD PROTECTION POLICY

It is incumbent upon every Coach/Volunteer who is involved to be aware of his or her responsibilities toward Child Protection. Any suspicion of child abuse or mistreatment in any form must be brought to the attention of Calypso Cricket Coaching Welfare Officer and logged immediately.

WELFARE and SAFEGUARDING OFFICER

Calypso Cricket Coaching Welfare Officer (CWO) and Safeguarding Officer (SO) is:

Chris Davis

Mobile: 07860496386

Email: info@calypsocricketcoaching.net

Calypso Cricket Coaching Cricket acknowledges, and accepts, as a primary responsibility, the well being and safety of those children and Young Persons involved with Calypso Cricket Coaching and does so in the belief that placing Young Persons welfare at the centre of its concerns provides a solid foundation for the development of these members and for effective Child Protection practice.

VOICING CONCERNS

Calypso Cricket Coaching ensures all suspicions, concerns and allegations are taken seriously and dealt with swiftly and appropriately.

Calypso Cricket Coaching ensure access to confidential information relating to child safeguarding matters, is restricted to those who need to know, in order to safeguard children – including our Safeguarding Officer and the appropriate external authorities, such as the Local Authority Designated Officer (LADO), as specified within ECB child safeguarding procedures.

Experience confirms the importance of apparently small matters needing to be taken seriously, listened to and addressed. A recurring pattern of "minor" complaints could indicate deep-seated problems that need to be addressed. All who are involved with children and Young persons will take complaints seriously and report them to Calypso Cricket Coaching Welfare Officer. Complaints will always be acknowledged and logged.

CALYPSO CRICKET COACHING...

- Promotes and supports good outcomes in terms of health, development and educational achievement for its players.
- Enables parents and other members of the player's family to be as involved as is practicable in a working partnership with Calypso Cricket Coaching
- Recognises the significance of ethnic and cultural diversity.
- Acknowledges its responsibility to set high cricket, academic and social standards.
- Expects that all adults having contact with Youngsters will behave with good model behaviour and honesty, and will take into account the feelings of others.
- Seeks opportunities for celebrating success and recognises achievement, effort and good behaviour.
- Recognises that good behaviour will be achieved if all those involved in Calypso Cricket Coaching have a clear and mutual understanding of the aims of Calypso Cricket Coaching and if the systems of training are implemented efficiently.
- Provides a disciplined environment where young players will work together taking a pride in themselves and their surroundings.

CHILD PROTECTION

Calypso Cricket Coaching Cricket has adopted the policy and procedures laid out in the ECB publication "SAFE HANDS – WELFARE OF YOUNG PEOPLE IN CRICKET" Policy and duly recognises issues such as police checking and guidance on contact and taking children away on trips.

Calypso Cricket Coaching Cricket understands that the Local Government Social Services Department, NSPCC and Police have a statutory duty to protect children and Young persons at risk. Calypso Cricket Coaching accepts that it must work in partnership with these agencies when child protection issues arise.

Any Officer/Committee person, qualified coach/junior team manager at Calypso Cricket Coaching is designated a person to whom any cause for concern about a child's well being can be reported.

ANTI-BULLYING POLICY

Calypso Cricket are committed to providing a caring, friendly and safe environment for all of our children so they can train, and play, in a relaxed and secure atmosphere. Bullying of any kind is not acceptable at Calypso Cricket sessions and will not be tolerated.

Calypso Cricket recognises that bullying comes in many different forms, whether emotional, physical, racial, sexual, homophobic, verbal, or cyber. Calypso Cricket also recognises the impact that this can have on a child, and therefore have a clear intention to resolve any cases of bullying promptly.

If any child experiences any type of bullying within a Calypso Cricket session, **we strongly encourage that child to inform their coach right away.** All reports of bullying cases will be taken seriously, and will be passed onto Calypso Cricket's Safeguarding Officer who will handle each case with care and attention.

Procedure:-

- Report of bullying to coach, which will then be referred to the Safeguarding officer
- Parents will be informed and invited to a meeting to discuss the problem.
- The Safeguarding officer will then work with the parents to work towards the solution.
- In cases of adults reported to be bullying cricketers under 18, the ECB must always be informed

In order to prevent such cases, Calypso Cricketers should be aware of the Calypso's code of conduct policy which is linked with ECB safe hands policy.

IDENTIFICATION AND REFERRAL OF CHILD ABUSE

The protection of children is the concern of everyone in a position to help. All persons who are involved with children and Young players at Calypso Cricket will be appraised of how to recognise child abuse and make appropriate referrals to Calypso Cricket Coaching Welfare Officer.

WHISTLEBLOWING POLICY

Calypso Cricket is committed to maintaining a culture where it is safe, and acceptable, for all those involved in cricket to raise concerns about unacceptable practice and misconduct.

Calypso Cricket recognises that whilst you may be the first to recognise an issue, circumstances may limit you from coming forward to report the problem, whether that be due to fear of harassment, victimisation or disadvantage. As a result, Calypso Cricket wants to provide security for those individuals within this situation and encourage them to come forward with their concern to help limit the possibility of a child or adult at risk.

As such, Calypso Cricket assures all involved in cricket that they will be treated fairly and that all concerns will be properly considered in complete confidence. In cases where the suspicions prove to be unfounded, no action will be taken against those who report their suspicions/ allegations, provided they acted in good faith and without malicious intent. The Public Interest Disclosure Act 1998 protects whistle blowers from victimisation, discipline or dismissal where they raise genuine concerns of misconduct or malpractice.

Procedure (in line with ECB policy):-

Should suspicions be raised via a “tip off”, the person receiving the tip off should attempt to obtain the following information from the informant:

- Name address and telephone number
- Names of individuals involved
- The manner of the alleged incident/s or circumstances
- Whether they will submit any evidence (if applicable)
- How they became aware of the nature of the allegation
- You should not attempt to deal with any allegation or suspicion yourself, rather inform the Calypso Welfare Officer or your County Welfare Officer or the ECB Safeguarding Team.

Specifically do not:

- Inform the person about whom the concern was raised
- Inform any other members, participants or employees
- Commence your own investigation
- Annotate or remove evidence
- Delay in reporting the suspicion

The first person you should report your suspicion or allegation to is Calypso’s Welfare and Safeguarding Officer. If for any reason you cannot, or do not wish to report the matter to Calypso’s Welfare and Safeguarding Officer, you should refer to your County Welfare Officer

SAFEGUARDING ADULTS POLICY

Calypso Cricket is committed to creating and maintaining a safe and positive environment and accepts our responsibility to safeguard Adults at Risk involved in all levels of Cricket in England & Wales in accordance with legislation. Safeguarding means protecting an adult’s right to live safely, free from abuse and neglect.

Definition of an ‘Adult at Risk’:-

any person aged 18 years or over, who has care and support needs, who is experiencing (or at risk of) abuse or neglect, and as a result is unable to protect themselves from the abuse, neglect, or the risk of the risk of it.

The aims of our Safeguarding Adults Policy is to:

- Stop abuse or neglect wherever possible.
- Prevent harm and reduce the risk of abuse or neglect to adults with care and support needs.
- Safeguard adults in a way that supports them in making choices and having control about how they want to live.
- Promote an approach that concentrates on improving life for the adults concerned.

- Raise awareness so that cricket communities, alongside professionals, play their part in identifying and preventing abuse and neglect.

This policy is based on the following principles:

- All adults, regardless of age, ability or disability, gender, race, religion, ethnic origin, sexual orientation, marital or gender status and pregnancy and maternity have the right to be protected from abuse and poor practice and to participate in an enjoyable and safe environment.
- Calypso Cricket will seek to ensure that our sport is inclusive and make reasonable adjustments for any protected characteristics, ability, disability, or impairment. We will also commit to continuous development, monitoring and review.
- There is zero tolerance to the abuse of adults.
- The rights, dignity and worth of all adults will always be respected.
- We recognise that ability and disability can change over time, such that some adults may be additionally vulnerable to abuse, in particular those adults with care and support needs.
- Safeguarding adults is everyone's business and responsibility.
- All allegations will be taken seriously and responded to quickly in line with the Calypso Cricket's Safeguarding Procedures.
- Calypso Cricket recognises the role and responsibilities of the statutory agencies in Safeguarding Adults and is committed to complying with the procedures of Local and Regional Safeguarding Adults Boards.

If you are aware of, experiencing or observing any type of abuse or neglect, please contact Calypso's Cricket Safeguarding Officer who will handle the case confidentially and work towards an outcome.

DISCIPLINARY PROCEDURE

Calypso Cricket Coaching recognises that children need to discover where the boundaries of acceptable behaviour lie and this can sometimes lead to challenging situations. Disapproval should be of behaviour and not the person.

Unacceptable behaviour shall be remedied through consistent and constructive reprimand. The imposition of formal disciplinary measures - a sanction - should only be considered after other approaches have proved ineffective. The junior person should first be warned that a specific sanction would be imposed if behaviour does not improve. If a sanction is subsequently necessary, it should be clear and appropriate to the misbehaviour. The junior and their parent/guardian/carer will be informed why the sanction is imposed and a clear written record should be made.

NO form of corporal punishment (including striking, slapping, pushing or nudging a student) may be used in any circumstance. Non-compliance will lead to disciplinary proceedings being taken on behalf of the child.

All involved with young players must make themselves aware of the sanctions operated by Calypso Cricket Coaching and those with delegated responsibility for imposing sanctions.

This policy document has been designed to assist everyone at Calypso Cricket Coaching, to enable participation of our Young players in a safe, effective, child friendly environment.

EQUITY POLICY STATEMENT:

Calypso Cricket Coaching is committed to ensuring that equity is incorporated across all aspects of its development. In doing so, it acknowledges and adopts the following Sport England definition of sports

equity:

“Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.”

Calypso Cricket Coaching respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

Calypso Cricket Coaching is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.

Calypso Cricket works in coherence with the ECB Anti-Discrimination Code and works towards providing a safe environment for participants of all backgrounds.

All members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

Calypso Cricket Coaching will deal with any incidence of discriminatory behaviour seriously according to disciplinary procedures.

Safety Guidelines (Wearing of Cricket Helmets, Boxes etc).

The English Cricket Board publishes safety guidelines in an attempt to ensure standards and to promote safety in cricket, both indoors and outdoors for practice sessions coaching and matches. The ECB acknowledges that even if their Safety Guidelines are followed Child Protection Policy Calypso Cricket Coaching Page 4 exhaustively, this will not prevent all injuries. Cricket is an intrinsically dangerous game and the elimination of all risk is impossible. Accidents will always happen.

Calypso Cricket Coaching Cricket supports the ECB in the belief, however, that by following the ECB Safety Guidelines, including:

- New safety guidance on the wearing of cricket helmets by Young cricketers (February 2002)
- Fielding regulations (February 2000)
- ECB Fast bowling match directives (March 2002)
- Cricket Coaches Manual Appendix 1 - Safety Guidelines

the risk of serious injury to players and spectators can be significantly reduced.

In that regard the provision of a minimum of two helmets and abdominal protectors (boxes) as well as other protective guards, gloves in all Calypso Cricket kit bags for match, practice, and coaching sessions is mandatory.

CHANGING ROOM POLICY

During Calypso Cricket sessions, both players, supporters and adults should abide by the following changing room policy:-

- Adults must not change, or shower, at the same time using the same facility as children.
- Adults must only enter the changing room with the coaches permission.
- Due to the risks of inappropriate photography or filming, mobile phones must not be used in changing rooms.
- Calypso will ensure there is provision of a separate changing area for girls and boys.
- All have a responsibility to ensure that the changing rooms are tidy to prevent any possible injury.