

ASHFORD CRICKET CLUB

WELFARE OF YOUNG PEOPLE POLICY

The interests of all juniors under the age of eighteen will be of paramount importance, regardless of gender, ability, culture, language, racial origin or religious beliefs.

The General Committee has approved this policy with a requirement that it is given high profile in terms of awareness. It covers the four forms of abuse: physical, neglect, emotional and sexual. Juniors who play in adult cricket are also covered. Volunteers (a description which includes team managers, coaches, other adult helpers and adult team captains) will be given guidance in respect of any allegations made against them.

All volunteers and club members are bound by this policy as a condition of membership.

The principles adopted incorporate the England and Wales Cricket Board (ECB), "Fast Bowling Directive" and "Safety Guidance on the Wearing of Cricket Helmets by Young Players" (February 2000).

The General Committee will appoint a Welfare/Child Protection Officer ("WCPO") to consider and take appropriate action on all matters affecting conduct and child welfare including (i) the potential involvement of adults in junior cricket activities and (ii) complaints. The WCPO will be responsible for acting as a focal point and keeping volunteers aware of best practice. All information including notes of conversations and decisions will be kept confidential and only be communicated on the basis of "need to know."

Conduct

Ashford Cricket Club expects high standards of conduct, both on and off the field from all its junior cricketers. Volunteers have an important role to play by setting high standards of sportsmanship and conduct and leading by example. Parents and guardians are also expected to support the club and volunteers in this regard by displaying integrity in relation to all aspects of conduct. Membership does not give a right to selection or any level of involvement in matches.

A condition of membership is that the WCPO has the right (subject to appeal to the General Committee) to suspend or terminate (without refund of subscription) any junior or family membership in the event of unacceptable behaviour, including drug abuse, bullying, verbal abuse (including so called "sledging") and any other form of bad sportsmanship.

Health

The club wishes to support the development of young players of all abilities including, whenever possible, those with health and learning difficulties. It is a requirement that appropriate medical advice is first obtained and the club shall rely on the information from parents in this regard. It is a condition of membership that parents or guardians provide the relevant information on the membership application form and report any changes.

Wherever possible more than one adult should be in attendance when administering first aid to injuries. First aid equipment will be available at the club's premises and at away fixtures. An accident report log provided (see **INCIDENT/ACCIDENT REPORT FORM**). Parents and guardians should be informed of any injury or illness. Whenever there is potentially serious injury or illness, particularly if contagious illness is suspected, the Welfare/Child Protection Officer should be immediately informed.

Volunteers will be encouraged to attend first aid courses.

Premises, Coaching and Playing Environment

Wherever practicable volunteers should avoid being alone with a junior in the changing rooms or working with a junior in completely unobserved areas.

Everyone involved in club activities has a responsibility towards safety. Coaching and playing areas will be made as safe as possible while recognising that accidents may happen.

Volunteers involved in coaching and team management will be encouraged to obtain recognised coaching qualifications.

No child will be allowed to play hard ball cricket without appropriate adult supervision. Specifically, practice at the nets can only be conducted with the authority of team managers or coaches, which is subject to the junior cricketer's abilities. Otherwise attendance in the net area by any junior is discouraged.

Appropriate protective clothing and kit must be worn. Volunteers have the right to prohibit any junior from playing or practicing if they are not satisfied that this requirement is met. Junior members are encouraged to have their own kit. The club cannot accept responsibility for loss of personal items of clothing and kit, which should be labelled with the member's name.

Where juniors require help on dressing, two adults should supervise, whenever possible.

Notwithstanding the option (with parental authority) for juniors not to wear helmets, the club advises and encourages that helmets be worn (see ASHFORD CRICKET CLUB – SAFETY).

Transport

Parents or guardians are responsible for the transport arrangements of their children to the venue of matches and practice sessions. Parental consent is required whenever volunteers and other adults transport a junior. This will be by way of a written authority (which is part of the membership application form) and for children under twelve specific verbal approval for each journey. Although volunteers may help in the arrangement of transport, neither they nor the club can be held liable for any accident that occurs during the journey.

It is the responsibility of the parents and guardians of the juniors to ensure that children are supervised both at the time of dropping off and taking home, i.e. when dropping off young children at the clubhouse or other location, it is essential to ensure that the particular event (match / practice) has not been cancelled and that adult supervision has arrived. Children under twelve should not be left unsupervised in any location at any time.

In relation to the transporting of junior cricketers, volunteers and other adults should:

- (i) where practicable, try to avoid giving a lift to a single child;
- (ii) ensure that vehicles are roadworthy and insured;
- (iii) ensure that children wear seatbelts and where possible sit in a back seat.

Volunteer Selection Procedures

The CPO will be responsible for advising The Head of Junior Cricket on the suitability of prospective volunteers within the context of this policy. They will be entitled to rely on the screening procedure described below and any other information in their possession.

Screening will involve a procedure to be implemented based on self-disclosure from volunteers who are regularly in close contact with the junior members. This will be a mandatory requirement for team managers and coaches. There will be borderline cases, for example the many helpers whose involvement in coaching and team management is occasional and not on a regular basis; these adults are encouraged to provide the specific information referred to below.

A volunteer covered by this requirement must be given a copy of this policy document and make a declaration in the prescribed form (see ASHFORD CRICKET CLUB – **VOLUNTEER AGREEMENT FORMS**) to the Child Welfare Officer on certain information about criminal convictions, sanctions and Social Services Department listings. When fully implemented, volunteers will also be required to obtain a certificate of criminal record checks from the Criminal Records Bureau, or any other suitable agency.

Complaints Procedures

All complaints should be reported to The Child Welfare Officer. Adults or juniors who wish to make a complaint may prefer first to talk to a team manager who will pass on the information. Complaints must be considered by a panel consisting of the CPO and a minimum of two General Committee members who will determine the appropriate action to be taken. Where this panel decides on disciplinary action the Ashford Cricket Club Colts Co-ordinator must be consulted first. Members subject to disciplinary action have the right to appeal in writing to the General Committee, who may cancel, increase or vary any penalty. Unless there are reasonable grounds to believe that a criminal offence may have been committed, appeals will be heard by the General Committee.

The CPO is not responsible for determining whether abuse has taken place but to consider the substance of complaints and decide the most appropriate response.

Important Numbers

1. Childline UK **0800 1111** (24 hour)
2. NSPCC **0800 800 500** (24 hour)
3. The local Police Station with responsibility for Child Protection:
Walton Police Station
New Zealand Avenue, WALTON-on-THAMES, Surrey, KT12 1PL
Tel: 01932 205571
4. The nearest Police Station with responsibility for general enquiries:
Staines Police
22 Kingston Road, STAINES, Middlesex, TW18 4LQ
Tel: 01784 450261
5. The local Social Services department with Child Protection responsibility:
North Surrey Assessment Team
Ashford Social Services Centre
Stanwell Road, ASHFORD, Middlesex, TW15 3DU
Tel: 01784 248313
6. The County Cricket Development Officers:
Chris Bullen
Surrey Cricket Board
The Oval
Kennington
LONDON
SE11 5SS
Tel: 020 7820 5719
Mob: 07768 558041

Sharon Eyers
Surrey Cricket Board
The Surrey County Cricket Centre
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