March 2017

Dear Junior Parent / Carer,

Eversholt Cricket Club welcomes you and your child to the 2017 cricket season. We hope that your child will enjoy the cricket coaching, training, and matches, as well as the social interactions available at the Club. The aim of this letter is to provide information that may be helpful to you as a Members of Eversholt Cricket Club. Please do ask me – as the Head of Junior Cricket – or any Committee Member or Coach if you have other questions not answered in this letter.

Junior fees this year are £65 per child. As in previous years, there is no match fee charged. The Committee continue to believe this represents extremely good value and keeps us in line with other junior cricket in the area, at the same time allowing us to invest in equipment and training for our junior coaches. The Club is run by a number of volunteers. We welcome ideas and offers of help from all Members, and hope that as you feel part of the Club you will feel able to get involved.

A full list of Committee Members is available on the Club's website and in the Pavilion, along with the important Policies that guide our Club's operation. These are also drawn to your attention as an important Appendix with this letter. Please read them.

Eversholt is an England and Wales Cricket Board (ECB) Clubmark cricket club and we adhere to the 'Safe Hands' Policy for Safeguarding Children in Cricket. All of the adults at the Club who work with children and meet the necessary criteria are vetted by the ECB. This includes the enhanced DBS and 'Barred List' check (formerly known as CRB checks).

Whilst we hope your child will be happy and content at the Club, we understand that sometimes questions, concerns or difficulties may arise. Please feel able to raise these as soon as possible, so we can rectify things at the earliest opportunity. If you have a question regarding coaching, please approach the coach in the first instance. However, please do not interrupt coaching sessions, especially nets practice, as this may distract the coach when he or she needs to be supervising the children. Our coaches will be happy to speak to you before or after training or at another convenient time. Should you not feel able to speak directly to the Coach then please feel free to contact the Club Welfare Officer or the Club Chairman directly. Their details are available on the Club website and Pavilion noticeboard.

If you have questions about kit requirements, training times, pick up arrangements etc please speak to the Coaching Co-Ordinator in your child's age group or to me, if he or she is unavailable.

If you have any concern about your child or another child, or about the behaviour of any adult at the Club, please speak to the Club Welfare Officer. If your concern is about the Club Welfare Officer, you may contact the Club Chairman or County Welfare Officers (Steve Walker on tel. 01234 302 713/07905 021 646 or s.walker40@ntlworld.com, alternatively, Max Hill on 01767 681 469 or amaxhill@btinternet.com).

'Safe Hands', ECB's Policy for Safeguarding Children in cricket, is available to view online at www.ecb/safehands

Useful General Information

- Training times: these vary depending upon your child's age group:
    - U9 (School years 4 and below) - SATURDAYS (9.30-11am)
    - U11 (School years 5 & 6) and U13 (School years 7 & 8) - MONDAYS (6.30-8pm)
    - U15 (School years 9 & 10) – MONDAYS (6.30-8pm)
- Match days and dates*: please see the relevant age group Junior Fixture List or website

*Please note the club cannot accept responsibility for getting your child to away matches

- Selection / notification procedure: players are selected for matches considering a balance of cricketing experience and availability. Younger age groups in particular focus on giving as broad a cricketing opportunity as possible. Older Junior age group teams tend to be selected more upon experience and then, eventually, performance.
- Drop-off / Collection Arrangements: please ensure your child is delivered in good time to attend training and matches and that you deliver them to the coach responsible.
- Social Events etc: once registered as a Club Member, you will receive email invitations to all events at the Club, both Junior and Senior, to which you are warmly invited and encouraged to become actively involved

The Club is always looking for parental help so please do consider helping out if you can.

Finally, all members are reminded of the Club's Code of Conduct for Members and Guests, included in the Policies Appendix to this letter and also posted on the Club notice board.

We do hope that you and your child enjoy being a member of the Eversholt Cricket Club, and if you have any concerns, do please let me know.

Yours sincerely,

Roger Lewis
Head of Junior Cricket
Eversholt Cricket Club
Tel. 0782 448 2389

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Position / Agency	Name	Telephone	Mobile	Email
Club Welfare Officer	Dave Pike	-	07817 703011	Pike787@btinternet.com
Club Chairman	Dave Garratt	01908 282278	07940 129661	davidgarratt@btinternet.com

Eversholt Cricket Club – Safeguarding Policy Statement

Eversholt Cricket Club (The Club) is committed to ensuring all Children(*) participating in cricket have a safe and positive experience.

(*The word “Children” should be taken to mean all persons under the age of 18)

We will do this by:

- Recognising all children participating in cricket (regardless of age, gender, race, religion, sexual orientation, ability or disability) have a right to have fun and be protected from harm in a safe environment

- Ensuring individuals working within cricket at, or for, our club provide a safe, positive and fun cricketing experience for children

- Adopting and implementing the England and Wales Cricket Board (ECB) “Safe Hands – Cricket’s Policy for Safeguarding Children” and any future versions of this

- Appointing a Club Welfare Officer (CWO) and ensuring they attend all current and future training modules required by the ECB, so they have the necessary skills to undertake their role effectively

- Ensuring all people who work in cricket at, or for, our club (such as staff, officials, volunteers, team managers, coaches and so on)understand the “Safe Hands Policy” applies to them according to their level of contact with children in cricket

- Ensuring all individuals working within cricket at, or for, the club are recruited and appointed in accordance with ECB guidelines and relevant legislation

- Ensuring all individuals working within cricket at, or for, the club are provided with support, through education and training, so they are aware of, and can adhere to, good practice and code of conduct guidelines defined by the ECB, and the club

- Ensuring the name and contact details of the CWO is available:
    - As the first point of contact for parents, children and volunteers/staff within the club
    - As a local source of procedural advice for the club, its committee and members
    - As the main point of contact within the club for the ECB County Welfare Officer and the ECB Child Protection Team, and
    - As the main point of contact within the club for relevant external agencies in connection with child safeguarding

- Ensuring correct and comprehensive reporting procedures exist for raising and managing child safeguarding concerns. These procedures recognise the responsibility of the statutory agencies and are in accordance with pre-defined child safeguarding procedures as set down by the ECB, Statutory Agencies and Local Safeguarding Children Board (LSCB) guidelines and policies

- Providing everyone connected with the club (including children, parents and volunteers) with the opportunity to voice any concerns they have (about possible suspected child abuse, and/or about poor practice) to the CWO
- Ensuring all suspicious concerns and allegations are taken seriously and dealt with swiftly and appropriately

- Ensuring access to confidential information relating to child safeguarding matters is restricted to the CWO and the appropriate external authorities, such as the Local Authority Designated Officer (LADO), as specified within ECB child safeguarding procedures

Contact Details:

Position / Agency	Name	Telephone	Mobile	Email
Club Welfare Officer	Dave Pike	-	07817 703011	Pike787@btinternet.com
Club Chairman	Dave Garratt	01908 282278	07940 129661	davidgarratt@btinternet.com

Eversholt Cricket Club supports the ECB child welfare and protection policy "Safe Hands – Cricket's Policy for Safeguarding Children".

Hopefully no child will ever go missing from a team or event. If they do, it is important to remember most children are found within a few minutes of their disappearance. If a child for whom the club has responsibility goes missing the Coach / club staff present shall:

- Ensure other children in their care are looked after appropriately whilst a search is organised for the child concerned
- Inform the child's parents / carers, if they are present at the event, or nominate an appropriate person to telephone them and advise of the concern. Reassure them you are doing all you can to locate their child. Remember the child may contact the parents / carers directly so this action is very important
- Organise all available responsible adults by areas to be searched. It is best to take a short time to organise the search properly so that all places are searched fully
- Search the area in which the child has gone missing including changing rooms, toilets, public and private areas and the club's grounds
- Request all those searching to report back to a nominated adult at a specific point
- This nominated person should remain at this reference point and make a note of events, including a detailed physical description of the child. This should include approximate height, build, hair and eye colour as well as the clothing the child was wearing and where and when they were last seen. All this will be required by the police. If the search is unsuccessful you should then contact the police
- A report should go to the police no later than 20 minutes after the child's disappearance is noted, even if the search is not complete
- If the police recommend further action before they get involved, follow their guidance or, if the police act upon the concern, always be guided by them in any further actions to take
- At any stage when the child is located, ensure they inform all adults involved including the parents / carers, searchers and the police if, by then, they are involved
- All missing child incidents **MUST BE** notified at the very earliest opportunity to the Club Welfare Officer, who must immediately notify the County Welfare Officer, and they must then notify the ECB Child Protection Team.

Eversholt Cricket Club supports the ECB child welfare and protection policy "Safe Hands – Cricket's Policy for Safeguarding Children".

The internet, mobile phones, gaming, social networking and other interactive services have transformed the way in which we live. The new technologies offer tremendous opportunities to reach, communicate and engage with those involved in cricket including members, players and supporters. However, as with any environment there are also risks.

The Club is keen to promote the safe and responsible use of communication and interactive technologies within cricket.

This Policy sets out what is acceptable and unacceptable behaviour and is similar to a code of conduct. It is intended to include fixed and mobile internet (PCs, laptops, webcams and digital video equipment, technology provided by the Club or where the Club has access to, personally owned devices and use of, by members including junior members, staff, volunteer helpers and guests on Club premises, during home and away matches, training sessions, on tour, or within the context of cricket online).

All members and guests of this Club will:

- Take responsibility for their own use of communication and interactive technologies, making sure they use new technologies safely, responsibly and legally within the context of cricket.

- No communication device or service, including interactive communication services such as social networking may be used to bring the Club, its members or cricket into disrepute.

- No communication device or service, including interactive services such as social networking may be used for inappropriate behaviour online within the context of cricket including the bullying or harassment of others in any form, defamation, obscene or abusive language, the uploading of material that is libellous, defamatory, obscene, illegal, shows nudity or is violent.

- Report any known misuses of communication and interactive technologies within the context of cricket, including unacceptable behaviour, inappropriate contact with children online and illegal content including sexual abuse / indecent images of children, according to the relevant Club and ECB safeguarding policies and procedures.

- Need to be aware that any report of the misuse of communication and interactive technologies within the context of cricket will be investigated according to the Club's policy and procedures and may result in the Club's sanctions being enforced. Depending upon the seriousness of the incident legal action may be taken and where suspected criminal activity has taken place a report will be made to the police.

Where the Club provides network access or communication devices all members and guests will:

- Protect passwords and personal network log-ins and log-off the network when leaving the web stations / devices unattended. Where available, security settings should be set on mobile devices. Any attempts to access, corrupt or destroy other users' data in any way using technology is unacceptable.

In addition to the above, Club Officers and appointed volunteers will:

- Take responsibility for their professional reputation in the online environment, making sure they follow e-safety advice, adhere to privacy and safety settings and report any concerns in accordance with the Club and ECB policies and procedures.

- Not ask for email addresses, mobile phone numbers or social networking profiles of junior members (less than 18 years of age) or search for junior members on social networking services/search engines without the prior consent of parents.

- Not develop an online relationship with a younger player with the intention of meeting them offline to engage in sexual activity. Sexual exploitation, including grooming a child under the age of 16 for the purpose of meeting to engage in sexual activity, is a serious criminal offence.

- Not view, possess, make or distribute sexual abuse/indecent images of children. This is a serious criminal offence.

Eversholt Cricket Club supports the ECB child welfare and protection policy "Safe Hands – Cricket's Policy for Safeguarding Children". We 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 unacceptable at our club be it emotional, physical, racist, sexual, homophobic, verbal or cyber bullying. Bullying hurts. No one should be a victim of bullying. Everyone has the right to be treated with respect and children who are bullying need to learn different ways of behaving.

We take bullying seriously. If bullying is reported, all children and parents / carers can be assured that they will be fully supported and that incidents will be dealt with promptly and effectively.

Prevention:

- All officials, coaching and non-coaching staff have an awareness of what bullying is and of the signs and symptoms of bullying
- All officials, coaching and non-coaching staff know what the club policy is on bullying and what they should do if bullying arises
- All children and parents shall have access to the club policy on bullying including procedures on what to do if bullying arises
- Bullying will not be tolerated

Procedures if Bullying Occurs:

- Anyone who knows bullying is happening is expected to tell club officials
- Report bullying incidents to the Club Welfare Officer
- In cases of serious bullying, the incidents will be reported to the ECB Child Protection Team for advice via the County Welfare Officer
- Parents / carers will be informed and will be asked to come to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly. An attempt will be made to help the bully (bullies) change their behaviour

In cases of adults reported to be bullying cricketers under 18, the ECB will always be informed and will advise on action to be taken.

Eversholt Cricket Club supports the ECB child welfare and protection policy "Safe Hands – Cricket's Policy for Safeguarding Children". It recommends that all junior players arrive at the venue changed and ready to participate as most pavilions and clubhouses do not have separate changing facilities for children.

It is hoped that many of the older and more able junior players will have the opportunity to play in a senior team during the course of the season as a part of their progression and development as cricketers. This is likely to mean that the junior player will share changing facilities with the senior players. Junior players uncomfortable with sharing changing or showering facilities with adults are under no obligation to do so and are advised to change and shower at home.

- If junior players do share changing facilities with senior players, parents have the option of supervising them whilst they are changing.
- All parents / carers must be aware that there are circumstances under which players under the age of 18 may find themselves changing clothes in front of persons over the age of 18.
- Parent / carer consent must be given if juniors are to share changing facilities with senior members. Consent will be sought on the "Open Age Cricket, Parent/Carer Consent Form".
- If consent is not given, then it is the parent / carers responsibility that the junior does not enter the changing facilities at any time.
- Regardless of consent, juniors who do not wish to change or shower in the presence of adults are under no obligation to do so and are advised to change and shower at home. Other adults in the club should make every effort to change at different times from juniors.
- Juniors aged 10 and under must be supervised at all times in changing rooms by adults of the same gender as the juniors. If juniors have to be supervised in the changing rooms then adults should ensure that they work in pairs.
- Mobile telephones and other photographic or video recording equipment must not be used in changing rooms.

If you have any concerns over changing and showering arrangements please contact the Club Welfare Officer.

Contact Details: **Position / Agency**	**Name**	**Telephone**	**Mobile**	**Email**
Club Welfare Officer	Dave Pike	-	07817 703011	Pike787@btinternet.com
Club Chairman	Dave Garratt	01908 282278	07940 129661	davidgarratt@btinternet.com

Eversholt Cricket Club – Policy for Junior Players in Open Age Group, Adult or Senior Cricket and Parent/Carer Consent Form

Eversholt Cricket Club supports the ECB child welfare and protection policy "Safe Hands – Cricket's Policy for Safeguarding Children".

Making the step up from junior to open age group cricket is a significant event in any player's cricket experience. The Club will ensure at all times that the player's safety, personal development needs and overall cricket experience are considered. Children's early experiences will remain with them always and will determine whether they want to remain playing the game or give up and do something else.

Question: From what age can Juniors play Open Age Group, Adult or Senior cricket?

Players who are selected in a County U12 squad in the Spring for a Summer squad or in another squad deemed by the ECB Performance Managers to be of a standard above "District Level" for that Season are eligible to play Open Age Group Cricket. This is providing they are at least 11 years old, are in School Year 7 **and have written Parent/Carer Consent to play**. A form for this purpose is provided over the page.

District and Club players who are not in County or Area squads must wait until they reach the U13 age group, be in School Year 8 and be 12 years old on 1st September of the preceding year before being able to play in any Open Age Group Cricket. **As before, written Parent/Carer Consent is required for these players.**

Junior cricketers in the U14 age group and above, up until they 18 years of age, need to provide Parent/Carer Consent to share changing room facilities with adults. The following Parent/Carer Consent Form provides this.

In allowing these players to play in open age cricket the Club and Coaches recognise the "duty of care" obligations we have towards these young players. The "duty of care" will be interpreted in two ways:

- Not to place a young player in a position that involves an unreasonable risk to that young player, taking account of the circumstances of the match and the relative skills of the player.

- Not to create a situation that places members of the opposing side in a position whereby they cannot play cricket as they would normally do against adult players.

Eversholt Cricket Club – Policy for Junior Players in Open Age Group, Adult or Senior Cricket and Parent/Carer Consent Form

The Club recognises the positive experience young players should have in Open Age Cricket and will seek to provide an opportunity for players to show their talents in an appropriate way by adopting the following guidelines:

- There is no definitive age at which a player should be introduced to open age group cricket. Each case will be determined by Club Coaches on an individual basis, depending on the player's ability and stage of cognitive and emotional maturity to take part at this level.

- ECB Fast Bowling Directives and Fielding Regulations will always be adhered to for junior players in open age group cricket.

- It is recognised that children who are just used as fielders will not fully experience the game.

- Support will be given at all times for all forms of effort even when children are not successful. Every effort will be made to place children in situations where they will experience some success (however small) and plenty of praise and encouragement will be given.

- Effort will be made to involve junior players in all aspects of the game wherever possible i.e. socialising, team talks, practice, decision making and so on, so they feel part of the team.

- The Club will ensure that all written permissions and consents otherwise required shall be complied with in line with ECB and relevant other requirements (e.g. League / Competition rules). NOTE: these rules vary competition to competition.

******THE ATTACHED PARENT/CARER CONSENT FORM MUST BE COMPLETED IN ALL CASES******

2017 Open Age Cricket - Parent/Carer Consent Form - for all U18 junior cricketers playing senior cricket

- This form must be received by the Club prior to registering the player in any League
- This form must be signed by an ECB CA Level Two Coach to verify that the player's development would be enhanced by playing in Open Age cricket
- The Club Welfare Officer should keep the written permission in a safe place

Name of Club Official verifying information : _____

Position Held: _____ **Date:** _____

Only when the conditions below are adhered to, and consent has been given, are Junior players eligible to play Open Age cricket with Senior players as follows:

Minimum Age Requirements;

Under 12s County Representative Spring and Summer Squads for 2017 (and in school year 7)
Under 13s age group (school year 8)
or older up to the age of 18 (consent necessary for safeguarding purposes only)

ALWAYS AND ONLY after written permission is provided and this Consent Form has been completed, signed and returned

PLEASE NOTE that this form also replicates the permissions required by the Saracens Hertfordshire Cricket League (SHCL) and the Bedfordshire County Cricket League (BCCL)

Player Details

First Name: _____ ____ **Surname:** _____

Address: _____

County Representative 2017: YES / NO **Date of Birth:** _____

Level of Age Group Cricket to be played by player in 2017: _____

I give my permission to Eversholt Cricket Club for the Junior player (details above) to play in Open Age adult cricket in 2017. I acknowledge that Eversholt Cricket Club have brought to my attention the Club's Safeguarding Children and Changing Room Policies on player registration for this season and also confirm my agreement to the Junior player (details above) sharing changing and playing facilities with Senior Members of the Club.

Signed by Parent/Carer: _____ **Date:** _____

Name (please print): _____ **Tel no:** _____

ECB CA - Level Two Coach Confirmation

Signed: _____ **Print Name:** _____ **Date:** _____

Eversholt Cricket Club – Policy for Managing Children Away from the Club

Eversholt Cricket Club supports the ECB child welfare and protection policy "Safe Hands – Cricket's Policy for Safeguarding Children".

In any given season, as many as 50% of matches can be played away from the Club and that's without tours, festivals or other events.

This policy has been developed to ensure the effective management of children whilst in the Club's care being taken away from the Club's normal home ground but not involving an overnight stay*.

*A separate and specific policy shall be developed should an overnight stay be required

The Coach / Team Manager shall:

- Communicate the following information to parents / carers:
    - Why the trip is planned and what is its reason or purpose
    - When the trip will take place – date, time of departure and anticipated time of return
    - Where the trip is to, including the destination and venue
    - Where the meeting points will be at home and at the away venue
    - Staffing arrangements, including the name and contact details of the Coach/Team Manager responsible for the trip
    - Kit and equipment requirements
    - Details of any cost implications, including any competition fee, any spending or pocket money needed and any transport costs
    - Name and contact number of the person acting as the "Club Home Contact"
    - Arrangements for food and drink as required

- Be in possession of a written copy of relevant emergency contact numbers and any medical information for all children taking part

- Ensure there is a "Club Home Contact" – an appropriately vetted member of the Club who is not travelling away and who will act as a point of contact in an emergency. The "Club Home Contact" must be provided with all relevant information regarding the trip and the trip participants (including contact details of all staff and players along with details of any medical or physical needs) such that they can be effective in the case of an emergency.

Eversholt Cricket Club – ECB Recommendations for Junior Cricket

Age Group		Hard Ball	Stumps	Pitch	Soft Ball	Stumps	Pitch
							Can be varied depending on ball type and available space
Under 7		4.75 oz	27” x 8”	16 yards	Kwik	Kwik	Max 14 yards
Under 9		4.75 oz	27” x 8”	18 yards	Kwik	Kwik	15 yards
Under 10		4.75 oz	27” x 8”	19 yards	Kwik	Kwik	16 yards
Under 11		4.75 oz	27” x 8”	20 yards	Kwik	Kwik	16 yards
Under 12		4.75 oz	27” x 8”	21 yards	Inter Cricket	Inter Cricket	Max 20 yards
Under 13		4.75 oz	27” x 8”	21 yards	Inter Cricket	Inter Cricket	Max 21 yards
Under 14	Boys	5.5 oz	28” x 9”	22 yards	Inter Cricket	Inter Cricket	22 yards
	Girls	5.0 oz					
Under 15	Boys	5.5 oz	28” x 9”	22 yards			
	Girls	5.0 oz					

Conforming to the Laws of Cricket (2000 Code) published by the Marylebone Cricket Club (MCC)

Eversholt Cricket Club supports the ECB child welfare and protection policy "Safe Hands – Cricket's Policy for Safeguarding Children".

Helmets and Protective Equipment:
The following applies to all players up to the age of 18, both in open age group cricket and in all junior cricket played with a hard ball. The guidance also applies during all practice sessions.

- Helmets with a faceguard or grille should be worn when batting against a hard cricket ball.
- Wicket keepers should wear a helmet with a faceguard, or a wicket keeper face protector when standing up to the stumps.
- All young players should regard a helmet with a faceguard as a normal item of protective equipment when batting, together with pads, gloves and, for boys, an abdominal protector (box).
- All young wicket keepers should regard a helmet with a faceguard or a face protector as a normal piece of their protective equipment with pads, gloves and, for boys, an abdominal protector (box).
- Previous guidance allowed parents/carers to give their written consent to allow a young player not to wear a helmet. However, such consent is no longer acceptable.

Fielding Regulations:

- No young player in the U15 age group, or younger, shall be allowed to field closer than 8 yards (7.3 metres) from the middle stump, except behind the wicket on the off side, until the batsman has played at the ball.
- For players in the U13 age group, and below, the distance is 11 yards (10 metres).
- These minimum distances apply even if the player is wearing a helmet.
- Should a young player in these age groups come within the restricted distance the umpire must stop the game immediately and instruct the fielder to move back.
- In addition, any young player in the U16 to U18 age groups, who has not reached the age of 18, must wear a helmet and, for boys, an abdominal protector (box) when fielding within 6 yards (5.5 metres) of the bat, except behind the wicket on the off side. Players should wear appropriate protective equipment whenever they are fielding in a position where they feel at risk.

Eversholt Cricket Club supports the ECB child welfare and protection policy "Safe Hands – Cricket's Policy for Safeguarding Children".

To ensure that young fast bowlers do not place undue stress on their bodies, every attempt must be made to keep the amount of bowling within reasonable limits. The following Directives provide sensible playing and training levels;

Directives for Matches:

AGE	MAX OVERS PER SPELL	MAX OVERS PER DAY
Up to 13	5 overs per spell	10 overs per day
U14, U15	6 overs per spell	12 overs per day
U16, U17	7 overs per spell	18 overs per day
U18, U19	7 overs per spell	18 overs per day

Directives for Practice Sessions:

AGE	MAX OVERS PER SPELL	MAX OVERS PER DAY
Up to 13	30 balls per session	2 sessions per week
U14, U15	36 balls per session	2 sessions per week
U16, U17	36 balls per session	3 sessions per week
U18, U19	42 balls per session	3 sessions per week

Eversholt Cricket Club
– Code of Conduct for Junior Members

Eversholt Cricket Club supports the ECB child welfare and protection policy "Safe Hands – Cricket's Policy for Safeguarding Children".

The Club believes that it is important that members, coaches, administrators and parents/carers associated with the Club should, at all times, show respect and understanding for the safety and welfare of others. Therefore, members are encouraged to be open at all times and to share any concerns or complaints that they may have about any aspect of the Club with the Club Welfare Officer (contact details below).

As a member of the Club, you are expected to abide by the following Junior Code of Conduct:

- All members must play within the rules and respect officials and their decisions.
- All members must respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background or religion.
- Members should keep to agreed timings for training and competitions or inform their Coach or Team Manager if they are going to be late.
- Members must wear suitable kit for training and match sessions as agreed with the Coach / Team Manager.
- Members must pay any fees for training / events promptly
- Junior members are not allowed to smoke on Club premises or whilst representing the Club
- Junior members are not allowed to consume alcohol or drugs of any kind on the Club premises or whilst representing the Club.

Contact Details:

Position / Agency	Name	Telephone	Mobile	Email
Club Welfare Officer	Dave Pike	-	07817 703011	Pike787@btinternet.com
Club Chairman	Dave Garratt	01908 282278	07940 129661	davidgarratt@btinternet.com

Eversholt Cricket Club
– Code of Conduct for Members & Guests*

*Members and guests include all members and officers of the cricket club and all guests of those members and officers, as well as all individuals who watch/attend/participate/officiate in matches hosted by the club in whatever capacity.

All Members and Guests of this Cricket Club will:

- Respect the rights, dignity and worth of every person within the context of cricket
- Treat everyone equally and not discriminate on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, religious belief, class or social background, sexual preference or political belief
- Not condone, or allow to go unchallenged, any form of discrimination if witnessed
- Display high standards of behaviour
- Promote the positive aspects of cricket, for example fair play
- Encourage all participants to learn the Laws and rules and play within them, always respecting the decisions of match officials
- Actively discourage unfair play, rule violations and arguing with match officials
- Recognise good performance not just match results
- Place the well-being and safety of children above the development of performance
- Ensure activities are appropriate for the age, maturity, experience and ability of the individual
- Respect children's opinions when making decisions about their participation in cricket
- Not smoke, drink or used banned substances while working with children in the club
- Not provide children with alcohol when they are under the care of the club
- Follow ECB guidelines set out in the "Safe Hands – Cricket's Policy for Safeguarding Children" and any other relevant guidelines issued
- Report any concerns in relation to a child, following procedures laid down by the ECB

All club officers and appointed volunteers will:

- Have been appropriately vetted, if required
- Hold relevant qualifications and be covered by appropriate insurance
- Always work in an open environment (i.e. avoid private or unobserved situations and encourage an open environment)
- Inform players and parents of the requirements of cricket
- Know and understand the ECB's "Safe Hands – Cricket's Policy for Safeguarding Children"
- Develop and appropriate working relationship with young players, based on mutual trust and respect

- Ensure physical contact is appropriate and necessary and is carried out within recommended guidelines with the young player's full consent and approval
- Not engage in any form of sexually related contact with a young player. This is strictly forbidden, as is sexual innuendo, flirting or inappropriate gestures or terms. The ECB adopts the Home Office guidelines. These recommend "people in positions of trust and authority do not have sexual relationships with 16-17 year olds in their care"
- Attend appropriate training to keep up to date with their role, especially with respect to the safeguarding of children

In addition to the above, Parents / Carers will:

- Encourage their child to learn the rules of cricket and play within them
- Actively discourage unfair play and arguing with officials
- Help their child to recognise good or improved performance, not just results
- Never force a child to participate in sport
- Set a good example by recognising fair play and applauding all good performances
- Never punish or belittle a child for making mistakes
- Publicly accept the judgement of officials
- Support their child's involvement and help them enjoy sport
- Use correct and proper language at all times

Contact Details:

Position / Agency	Name	Telephone	Mobile	Email
Club Welfare Officer	Dave Pike	-	07817 703011	Pike787@btinternet.com
Club Chairman	Dave Garratt	01908 282278	07508 113431	davidgarratt@btinternet.com

ECB

ECB Coaches

Code of Conduct

Rights
Relationships
Responsibilities

sports coach UK
The National Coaching Foundation
Great Coaches...Great Sport

Cricket coaches play a crucial role in the development of the game and in the lives of the players they coach.

Good cricket coaches ensure that individuals in cricket have positive experiences and are therefore more likely to continue in the game and achieve their potential.

Coaching, as an emerging profession, must demonstrate at all levels, a high degree of honesty, integrity and competence. The need for cricket coaches to understand and act on their responsibilities is of critical importance to the game, as is the concept of participation for fun and enjoyment as well as achievement. This is implicit within good coaching practice and promotes a professional image of the good practitioner.

This code of conduct defines all that is best in good cricket coaching practice.

Good cricket coaching practice needs to reflect the following key principles:

- ## Rights

  Cricket coaches must respect and champion the rights of every individual to participate in the game.

- ## Relationships

  Cricket coaches must develop a relationship with players (and others) based on openness, honesty, mutual trust and respect.

- ## Responsibilities – personal standards

  Cricket coaches must demonstrate proper personal behaviour and conduct at all times.

- ## Responsibilities – professional standards

  To maximise the benefits and minimise the risks to players, coaches must attain a high level of competence through appropriate qualifications and a commitment to ongoing training that ensures safe and correct practice.

ECB Coaches
Code of Conduct

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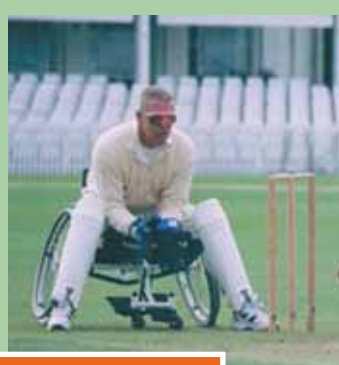
ECB

Principle	Statement	Issues	Actions
Rights	Cricket coaches must respect and champion the rights of every individual to participate in cricket	Cricket coaches should: • assist in the creation of an environment where every individual has the opportunity to participate in cricket • create and maintain an environment free of fear and harassment • recognise the rights of all players to be treated as individuals • recognise the rights of players to confer with other cricket coaches and experts • promote the concept of a balanced lifestyle, supporting the well-being of the player both in and out of cricket	• Treat all individuals in cricket with respect at all times. • Do not discriminate on the grounds of gender, marital status, race, colour, disability, sexuality, age, occupation, religion or political opinion. • Do not condone or allow to go unchallenged any form of discrimination. • Do not publicly criticise or engage in demeaning descriptions of others. • Be discreet in any conversations about players, cricket coaches or any other individuals. • Communicate with and provide feedback to players in a manner which reflects respect and care.

Principle	Statement	Issues	Actions
Relationships	Cricket coaches must develop a relationship with players (and others) based on openness, honesty, mutual trust and respect	Cricket coaches: • must not engage in behaviour that constitutes any form of abuse (physical, sexual, emotional, neglect, bullying) • should promote the welfare and best interests of their players • must avoid sexual intimacy with players either while coaching them or in the period of time immediately following the end of the coaching relationship • must take action if they have a concern about the behaviour of an adult towards a child • should empower players to be responsible for their own decisions • should clarify the nature of the coaching services being offered to players • should communicate and cooperate with other organisations and individuals in the best interests of players.	• Be aware of the physical needs of players, especially those still growing, and ensure that training loads and intensities are appropriate. • Ensure that physical contact is appropriate and necessary and is carried out within recommended guidelines with the player's full consent and approval. • Do not engage in any form of sexually related contact with an under age player. This is strictly forbidden as is sexual innuendo, flirting or inappropriate gestures and terms. • Inform parents or guardians immediately if you are at all concerned about the welfare of a child. • Discuss with parents and other interested parties the potential impact of the programme on the player. • Arrange to transfer a player to another cricket coach if it is clear that an intimate relationship is developing. • Know and understand the relevant ECB or employer policies and procedures in this regard. • Follow the reporting procedures laid down by your ECB or employer if you have a concern – non-action is unacceptable. • Respect players' opinions when making decisions about their participation in cricket. • Encourage players to take responsibility for their own development and actions. • Allow players to discuss and participate in the decision-making process. • Discuss and agree with players what information is confidential. • Inform players or their parents of the requirements of cricket. • Inform players or their parents of any potential costs involved in accessing the coaching services on offer. • Be aware of and communicate on any conflict of interest as soon as it becomes apparent. • Do not work with any other cricket coach's player without first discussing or agreeing it with both the coach and the player involved. • Identify and agree with players which other experts or organisations could offer appropriate services.

Principle	Statement	Issues	Actions
Responsibilities – personal standards	Cricket coaches must demonstrate proper personal behaviour and conduct at all times	Cricket coaches: • must be fair, honest and considerate to players and others in cricket • should project an image of health, cleanliness and functional efficiency • must be positive role models for players at all times	• Operate within the rules and the spirit of cricket. • Educate players on issues relating to the use of performance enhancing drugs in cricket and cooperate fully with UK Sport and ECB policies. • Maintain the same level of interest and support when a player is sick or injured. • Display high standards in use of language, manner, punctuality, preparation and presentation. • Encourage players to display the same qualities. • Do not smoke, drink alcohol or use recreational drugs before or while coaching. This reflects a negative image and could compromise the safety of your players. • Display control, respect, dignity and professionalism to all involved in cricket.



Principle	Statement	Issues	Actions
Responsibilities – professional standards	To maximise benefits and minimise the risks to players, cricket coaches must attain a high level of competence through qualifications and a commitment to ongoing training that ensures safe and correct practice	Cricket coaches will: • ensure that the environment is as safe as possible, taking into account and minimising possible risks • promote the execution of safe and correct practice • be professional and accept responsibility for their actions • make a commitment to providing a quality service to their players • actively promote the positive benefits to society of participation in cricket • contribute to the development of cricket coaching as a profession by exchanging knowledge and ideas with others • gain ECB coaching qualifications appropriate to the level at which they coach cricket	• Follow the guidelines of your ECB or employer. • Only allow participation if there is no risk to the player. • Plan all sessions so they meet the needs of the players and are progressive and appropriate. • Maintain appropriate records of your players. • Recognise and accept when it is appropriate to refer a player to another cricket coach or specialist. • Seek to achieve the highest level of qualification available. • Attend Continuing Professional Development (CPD) to maintain up-to-date knowledge of technical developments in cricket. • Attend CPD to maintain up-to-date knowledge and understanding of other issues that might impact on both you and your players. • Be aware of the social issues and how cricket can contribute to local, regional or national initiatives. • Actively participate in recruitment and education opportunities in cricket. • Actively contribute to local, regional and national initiatives to improve the standards and quality of cricket coaching both in cricket and sport in general. • Practise in an open and transparent fashion that encourages other cricket coaches to contribute to or learn from your knowledge and experience. • Engage in self-analysis and reflection to identify your professional needs. • Seek continuous professional development opportunities to develop your cricket coaching skills and update your knowledge. • Manage your lifestyle and cricket coaching commitments to avoid burnout that might impair your performance. • Do not assume responsibility for any role for which you are not qualified or prepared. • Do not misrepresent your level of qualification.

Implementation

This code reflects BEST PRACTICE in coaching across the broadest spectrum of roles and responsibilities. The ECB acknowledges that not all coaches will necessarily fulfil all of these functions. However, it strongly endorses the SPIRIT as well as the CONTENT of this code to its coaches.

All coaches holding recognised ECB qualifications are required to abide by this code.

This code:

- is a constituent part of a policy and procedure for dealing with allegations and complaints
- is used as the definitive guide and benchmark measure of coaching practice in determining any need for sanctions against a coach
- is fully integrated into the cricket coach education process
- is assessed as part of the cricket coach accreditation process
- is supported by the appropriate training and resources.

sports coach UK has developed a suite of training resources that underpin many of the concepts contained within this Code of Conduct. These are:

- Safeguarding and Protecting Children
- Equity in Your Coaching
- Responsible Sports Coach
- Coaching and the Law

ECB Coach Education Department
Warwickshire County Cricket Ground
Edgbaston
Birmingham B5 7QX
Tel: 0121-440 1748
Fax: 0121-446 6344
Email:
enquiries.coacheducation@ecb.co.uk

sports coach UK
114 Cardigan Road
Headingley
Leeds LS6 3BJ
Tel: 0113-274 4802
Fax: 0113-275 5019
Email: coaching@sportscoachuk.org
Website: www.sportscoachuk.org

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Eversholt Cricket Club Procedures for Responding to, Recording and Reporting Concerns

Eversholt Cricket Club supports the ECB child welfare and protection policy "Safe Hands – Cricket's Policy for Safeguarding Children".

Under no circumstances should a club member carry-out their own investigation into the allegation or suspicion of abuse of any kind. The person in receipt of the allegations or suspicions of abuse will do the following:

- Concerns must be reported as soon as possible to the Club Welfare Officer (CWO) via the contact details below. The CWO is appointed by the club to act on the club's behalf in dealing with such matters including reporting the matter to the relevant statutory authority

- The CWO may also be required by the conditions of the clubs Insurances to inform the relevant Insurance Company

- In the absence of the CWO, or if the allegations or suspicions in any way involve the CWO, then the report should be made to the club Chairman via the contact details below. If the allegations or suspicions implicate both the CWO and the club Chairman, then the report should be made to the County Welfare Officer via the contact details below

- Allegations or suspicions should not be discussed with anyone other than those nominated above. A written record of the concerns will be made in accordance with club procedures and kept in a secure place

- Whilst allegations or suspicions of abuse will normally be made to the CWO, the absence of the CWO or club Chairman should not delay referral to the Social Services Department

- The club will support the CWO / club Chairman in their roles and accept that any information that they have in their possession will be shared in a strictly limited way on a need to know basis and in line with ECB guidelines

- It is, of course, the right of any individual to make a direct referral to the child protection agencies or to seek advice from the ECB although the club hope that club members and parents / carers will use the procedure outlined in this document. If, however, the individual with the concerns feels that the CWO / club Chairman has not responded appropriately, or where there is disagreement with the CWO / club Chairman as to the appropriateness of a referral then they are free to contact an outside agency directly

- The role of the CWO / club Chairman is to collate and clarify the precise details of the allegation or suspicion and pass this information on to the ECB to investigate in accordance with the Complaints and Discipline procedure

Allegations of Physical Injury or Neglect:

If a child has a physical injury or symptom of neglect, the CWO / club Chairman will:

- Contact the County Welfare Officer or the ECB Child Protection Manager for advise in cases of deliberate injury, if concerned about a child's safety or if a child is afraid to return home
- Seek medical help if needed urgently, informing the doctor of any suspicions
- For lesser concerns, encourage the parent / carer to seek help but not if this laces the child at risk of injury
- Where the parent / carer is unwilling to seek help, offer to accompany them. In cases of real concern or if they fail to act, contact Social Services directly for advice.
- Seek and follow advice given by ECB, if unsure whether or not to refer to Social Services

Allegations of Sexual Abuse:

In the event of allegations or suspicions of sexual abuse, the CWO / club Chairman will:

- Contact the County Welfare Officer or the ECB Child Protection Manager for advice, or the Social Services Department Duty Social Worker for children and families or the Police Child Protection Team directly. They will NOT speak to the parent / carer or anyone else
- The CWO reserves the right to consult with one other club leader
- Seek and follow the advice given by the ECB if, for any reason they are unsure whether or not to contact Social Services / Police

Contact Details:

Position / Agency	Name	Telephone	Mobile	Email
Club Welfare Officer	Dave Pike	-	07817 703011	Pike787@btinternet.com
Club Chairman	Dave Garratt	01908 282278	07940 129661	davidgarratt@btinternet.com

Eversholt Cricket Club Procedures for Responding to, Recording and Reporting Concerns

County Welfare Officer	Steve Walker	01234 302713	07905 021646	s.walker40@ntlworld.com
County Welfare Officer	Max Hill		01767 681469	amaxhill@btinternet.com
ECB Safeguarding Team		0207 432 1200		Safeguarding@ecb.co.uk
Social Services (Beds)		0300 300 8303		
Police Child Protection Team		0845 3300222		
The Samaritans		08457 909090		

Eversholt Cricket Club – Policy for Supervising Children at Cricket Sessions

Adult : Children Ratios

Sufficient Adults must be present to adequately supervise all participants and manage any incident that may arise.

It is a basic requirement of all sessions and matches involving children that a minimum of two responsible adults (aged 18 years and over) will be present in all circumstances.

Qualified Coach Ratios required for Coaching Sessions:

These relate to the running of different technical disciplines within the game;

- Net Coaching – 1 Coach : 8 Children
- Group Coaching – 1 Coach : 24 Children
- Hard Ball Coaching – 1 coach : 16 Children

Supervision Ratios:

These relate to managing groups of children and ensuring sufficient adults are present to deal with any issues or incident that may arise. For single sex groups, there must be at least one same gender adult. For mixed groups, there must be at least one male and one female adult.

The Club will also factor in any further issues that the risk assessment of the relevant facilities may have highlighted. For example, if the changing rooms are located several minutes walk from training or match venue then the number of supervisors may have to be increased.

The supervision ratios that must be adhered to as a minimum when looking after groups of children are as follows;

- Age 8 and under – 1 Adult : 8 Children
- Age 8 and over – 1 Adult : 10 Children

Eversholt Cricket Club – Policy for Supervising Children at Cricket Sessions

Drinks Breaks

Coaches, managers, and Umpires are encouraged to:

- Ensure regular intervals for drinks are arranged, particularly in matches of more than 20 overs per innings or in hot weather
- Plan drinks breaks in practice sessions and matches every 20-40 minutes on warm, sunny days.
- Avoid waiting for children to say they are thirsty before planning a drinks break as thirst is an indication of dehydration.

Facilities and Venues

Coaches will ensure that an adequate risk assessment is undertaken for all facilities and venues used for any Club activities, regardless of ownership of that facility or venue.

This does not include away match venues for leagues but should include, where possible, facilities and venues that will be used regularly or on tours, etc.

Eversholt Cricket Club – Policy for Working with External Partners

The Club may work with local schools, community colleges, local authority sports development teams or other organisations to provide cricket coaching or facilities.

When planning and undertaking this kind of activity, the following factors shall be reviewed and considered in relation to the safeguarding and supervision of children in line with existing Club policy:

- Coaches Qualifications
- Insurance
- Risk assessments including first aid procedures
- Avoidance of adults being alone with children
- Supervision of children
- Changing facilities
- Transport
- Photographs / Press coverage

Eversholt Cricket Club Policy for Photography and the use of Video Cameras

Eversholt Cricket Club supports the ECB child welfare and protection policy "Safe Hands – Cricket's Policy for Safeguarding Children".

The club is keen to promote positive images of children playing cricket and is not seeking to prevent the use of photographic or videoing equipment. However, some people may use sporting events as an opportunity to take inappropriate photographs or film footage of children. It is also possible that if a picture and a name were placed in a local publication the information could be used as a "grooming" tool. There may be other reasons why individuals may not wish their child's photograph to be taken by someone they do not know personally (e.g. estranged parents looking to gain access to a child).

To address these concerns the following shall apply:

- Photographs / images are not to be taken at matches or training without the prior permission of the parents / carers of the child via the Junior Section Registration Form. This permission can be given by proxy by the coach of each team only after parental / carer consent for this has been granted in advance via the youth Section Registration Form

- If no consent has been given for the child then it is to be made known to the relevant person of the other team (e.g. Coach / club staff) so the appropriate person/s taking photographs for the other team is/are aware and can avoid taking photographs of that particular child

- The children should be informed a person will be taking photographs

- The children should be informed that if they have any concerns they can report these to the Coach / club staff

- Concerns regarding inappropriate, or intrusive, photography should be reported to the Club Welfare Officer and recorded in the same manner as any other child protection concern

Publishing of Images:

- Parental / carer permission shall be sought for the use of a child's image in advance of publication. Wherever possible, the parents / carers shall be shown the relevant image in order that they are aware of the way it will be used to represent cricket and the club

- The child shall be asked for permission to use their image in order that they are aware of the way it will be used to represent cricket and the club

- If a cricketer is named then efforts shall be made to avoid using their photograph
- If a photograph is used then efforts shall be made to avoid naming the child
- Only images of children in appropriate kit (training or competition) shall be used to reduce the risk of inappropriate use and to provide positive images of the children

Using Video as a Coaching Aid:

There is no intention to prevent Coaches from using video equipment as a legitimate coaching aid. The following shall apply to facilitate this useful coaching tool:

- Players and parents / carers shall be made aware that this is part of the coaching programme and their permission shall be obtained for this via the Junior Section Registration Form
- Parents / carers shall have the right to be present whilst video equipment is being used during coaching
- Material taken in connection with coaching shall be stored securely and deleted or destroyed when a parent / carer requests this or when the material is no-longer needed

Eversholt Cricket Club – Volunteer Application Form

Full Name:	
Address: **Postcode:**	
Tel No:	**Mobile No:**
Email Address:	
Passport No:	**Driving Licence No:**
CRB / DBS Certificate No. (if applicable):	
Existing Role or connection with Eversholt Cricket Club:	
Specific Role being applied for (if applicable):	
Specific skills or qualifications relevant to the role for which you are applying:	
Briefly describe any other attributes or experience that you possess relevant to the role:	
Signature:	**Date:**

Thank you for your interest in Eversholt Cricket Club. Please return the completed form either in person or via email to:

Name: _____ **Email:** _____

Telephone Number: _____

Address:_____

Eversholt Cricket Club – Volunteer Reference Form

Full Name of Volunteer Applicant:

Is involved in cricket and in keeping with guidelines set by the ECB, has been asked to provide a reference.

Their role involves working with and/or supervising children. As an organisation committed to safeguarding children, we are keen to gather references and to know whether you have any concerns about the applicant's involvement with children.

If you are willing to complete the rest of this reference, any information you share will be treated in confidence in accordance with relevant legislation.

How long have you known this person?

In what capacity do you know them?

Do you think this person is suitable to help in children's cricket?

Yes ☐
No ☐

If yes, could you comment on their skills, ability and relationships with children?

If no, can you say why?

Please tick the relevant boxes:

	Poor	Good	Excellent
Able to stay calm with children	☐	☐	☐
Able to motivate children	☐	☐	☐
Particular skills (e.g. coaching)	☐	☐	☐
Administrative ability	☐	☐	☐
Trustworthiness	☐	☐	☐
Reliability	☐	☐	☐
	☐	☐	☐
	☐	☐	☐

Eversholt Cricket Club – Volunteer Reference Form

Honesty Relationship with Club Members / Colleagues	
Do you have a role in junior cricket or any other similar, relevant role? **If yes, please briefly describe what you do:**	
Your Full Name:	
Address: **Postcode:**	
Tel No:	**Mobile No:**
Email Address:	
Signature:	**Date:**

Thank you for your assistance in this matter. Please return the completed form either in person or via email to:

Name: _____

Position at Eversholt Cricket Club: _____

Telephone Number: _____

Email: _____

Address:_____

_____

_____

Eversholt Cricket Club – Inclusion and Diversity Policy

Eversholt Cricket Club in all its activities, is fully committed to the principles of equality of opportunity in cricket, and to ensuring that its employees, members and all other individuals working or volunteering for Eversholt Cricket Club, and participating in or watching Eversholt Cricket Club's activities are treated fairly and are able to conduct their activities free from discrimination, harassment or intimidation.

- Eversholt Cricket Club, in all its activities will not discriminate, or in any way treat anyone less favourably against on the grounds of age, gender, disability, race, parental or marital status, pregnancy, religion or belief or sexual orientation.

- Eversholt Cricket Club will not tolerate harassment, bullying, abuse or victimisation of individuals.

- Eversholt Cricket Club will endeavour to create access and opportunities for all those individuals who wish to participate, and are lawfully eligible to participate, in its activities.

- Eversholt Cricket Club will ensure that it complies with the requirements of the Equality Act 2010 and shall take all reasonable steps to ensure that its employees, members and volunteers adhere to these requirements and this policy.

- This policy is fully supported by the Eversholt Cricket Club's officers and General Committee who are responsible for the implementation of this policy.

Eversholt Cricket Club is committed to the investigation of any claims when brought to its attention, of discrimination, harassment, bullying, abuse or victimisation of an individual, and reserves the right to impose such sanction as it considers appropriate and proportionate, where such is found to be the case.

- In the event that any employee, member, volunteer, participant or spectator feels that he has suffered discrimination, harassment, bullying, abuse or victimisation, they should report the matter in writing to the General Committee of Eversholt Cricket Club.

- Any such report should include: details of what occurred; when and where the occurrence took place; any witness details and copies of any witness statements.

- If the accused individual is an employee, the General Committee will regard the issue as a disciplinary issue and will follow Eversholt Cricket Club's employment disciplinary procedure.

- If the accused individual is a non-employee, the General Committee:
  - may decide (at its sole discretion) to uphold or dismiss the complaint without holding a hearing;
  - may (at its sole discretion) hold a hearing at which both parties will be entitled to attend and present their case;
  - will have the power to impose any one or more of the following sanctions on any person found to be in breach of any policy:
    - (a) warn as to future conduct; (b) suspend from membership; (c) remove from membership; (d) exclude a non-member from the facility, either temporarily or permanently; and (e) turn down a non-member's current and/or future membership application; and
  - will provide both parties with written reasons for its decision.

- A party may appeal a decision of the General Committee to the relevant County Cricket board by writing to the relevant County Cricket Board within 3 months of Eversholt Cricket Club's decision being notified to that party.

- If the nature of the complaint is with regard to the General Committee of the Eversholt Cricket Club, the complainant may report the complaint directly to the relevant County Cricket Board.

This policy will be reviewed periodically by the Eversholt Cricket Club in consultation with the England and Wales Cricket Board Limited.

Eversholt Cricket Club – The Role of the Club Welfare Officer

Eversholt Cricket Club (The Club) is committed to ensuring all Children(*) participating in cricket have a safe and positive experience.

(*The word “Children” should be taken to mean all persons under the age of 18)

To this end, The Club has appointed a Club Welfare Officer under the guidelines issued by the ECB.

Role and Responsibilities:

The CWO will be the first point of contact for any person at The Club who has any concern about child welfare and protection.

The CWO has the following core areas of responsibility that will be performed within ECB guidelines and procedures:

- Ensuring that the England and Wales Cricket Board (ECB) “Safe Hands – Cricket’s Policy for Safeguarding Children” and any future versions of this are adopted and implemented by The Club

- Ensuring the ongoing adoption at The Club of the “Eversholt Cricket Club – Safeguarding Policy Statement”

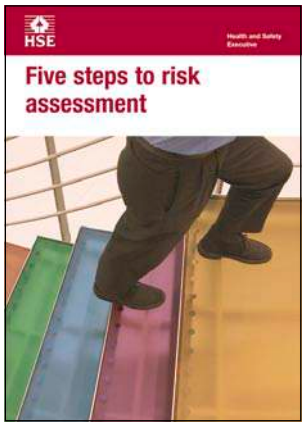
- Be available:
    - As the first point of contact for parents, children and volunteers/staff within the club
    - As a local source of procedural advice for the club, its committee and members
    - As the main point of contact within the club for the ECB County Welfare Officer and the ECB Child Protection Team, and
    - As the main point of contact within the club for relevant external agencies in connection with child safeguarding

- Assist with the raising of awareness of others in The Club and elsewhere in respect of Child Welfare and Protection

Contact Details:

Position / Agency	Name	Telephone	Mobile	Email
Club Welfare Officer	Dave Pike	-	07817 703011	Pike787@btinternet.com
Club Chairman	Dave Garratt	01908 282278	07940 129661	davidgarratt@btinternet.com

Five steps to risk assessment



This is a web-friendly version of leaflet INDG163(rev3), revised 06/11

This leaflet aims to help you assess health and safety risks in the workplace

A risk assessment is an important step in protecting your workers and your business, as well as complying with the law. It helps you focus on the risks that really matter in your workplace – the ones with the potential to cause real harm. In many instances, straightforward measures can readily control risks, for example ensuring spillages are cleaned up promptly so people do not slip, or cupboard drawers are kept closed to ensure people do not trip. For most, that means simple, cheap and effective measures to ensure your most valuable asset – your workforce – is protected.

The law does not expect you to eliminate all risk, but you are required to protect people as far as 'reasonably practicable'. This guide tells you how to achieve that with a minimum of fuss.

This is not the only way to do a risk assessment, there are other methods that work well, particularly for more complex risks and circumstances. However, we believe this method is the most straightforward for most organisations.

What is risk assessment?

A risk assessment is simply a careful examination of what, in your work, could cause harm to people, so that you can weigh up whether you have taken enough precautions or should do more to prevent harm. Workers and others have a right to be protected from harm caused by a failure to take reasonable control measures.

Accidents and ill health can ruin lives and affect your business too if output is lost, machinery is damaged, insurance costs increase or you have to go to court. You are legally required to assess the risks in your workplace so that you put in place a plan to control the risks.

How to assess the risks in your workplace

Follow the five steps in this leaflet:

Step 1
Identify the hazards

Step 2
Decide who might be harmed and how

Step 3
Evaluate the risks and decide on precautions

Step 4
Record your findings and implement them

Step 5
Review your assessment and update if necessary

Don't overcomplicate the process. In many organisations, the risks are well known and the necessary control measures are easy to apply. You probably already know whether, for example, you have employees who move heavy loads and so could harm their backs, or where people are most likely to slip or trip. If so, check that you have taken reasonable precautions to avoid injury.

If you run a small organisation and you are confident you understand what's involved, you can do the assessment yourself. You don't have to be a health and safety expert.

If you work in a larger organisation, you could ask a health and safety advisor to help you. If you are not confident, get help from someone who is competent. In all cases, you should make sure that you involve your staff or their representatives in the process. They will have useful information about how the work is done that will make your assessment of the risk more thorough and effective. But remember, you are responsible for seeing that the assessment is carried out properly.

When thinking about your risk assessment, remember:

- a **hazard** is anything that may cause harm, such as chemicals, electricity, working from ladders, an open drawer etc;
- the **risk** is the chance, high or low, that somebody could be harmed by these and other hazards, together with an indication of how serious the harm could be.

Step 1
Identify the hazards

First you need to work out how people could be harmed. When you work in a place every day it is easy to overlook some hazards, so here are some tips to help you identify the ones that matter:

- **Walk around** your workplace and look at what could reasonably be expected to cause harm.
- **Ask your employees** or their representatives what they think. They may have noticed things that are not immediately obvious to you.
- **Visit the HSE website** (www.hse.gov.uk). HSE publishes practical guidance on where hazards occur and how to control them. There is much information here on the hazards that might affect your business.
- If you are a member of a **trade association**, contact them. Many produce very helpful guidance.
- **Check manufacturers' instructions** or data sheets for chemicals and equipment as they can be very helpful in spelling out the hazards and putting them in their true perspective.
- Have a look back at your **accident and ill-health records** – these often help to identify the less obvious hazards.
- **Remember to think about long-term hazards to health** (eg high levels of noise or exposure to harmful substances) as well as safety hazards.

Step 2
Decide who might be harmed and how

For each hazard you need to be clear about who might be harmed; it will help you identify the best way of managing the risk. That doesn't mean listing everyone by name, but rather identifying groups of people (eg 'people working in the storeroom' or 'passers-by').

In each case, identify how they might be harmed, ie what type of injury or ill health might occur. For example, 'shelf stackers may suffer back injury from repeated lifting of boxes'.

Remember:

- some workers have particular requirements, eg new and young workers, new or expectant mothers and people with disabilities may be at particular risk. Extra thought will be needed for some hazards;
- cleaners, visitors, contractors, maintenance workers etc, who may not be in the workplace all the time;
- members of the public, if they could be hurt by your activities;
- if you share your workplace, you will need to think about how your work affects others present, as well as how their work affects your staff – talk to them; and
- ask your staff if they can think of anyone you may have missed.

Step 3
Evaluate the risks and decide on precautions

Having spotted the hazards, you then have to decide what to do about them. The law requires you to do everything 'reasonably practicable' to protect people from harm. You can work this out for yourself, but the easiest way is to compare what you are doing with good practice.

There are many sources of good practice, for example **HSE's website** (www.hse.gov.uk).

So first, look at what you're already doing, think about what controls you have in place and how the work is organised. Then compare this with the good practice and see if there's more you should be doing to bring yourself up to standard. In asking yourself this, consider:

- Can I get rid of the hazard altogether?
- If not, how can I control the risks so that harm is unlikely?

When controlling risks, apply the principles below, if possible in the following order:

- try a less risky option (eg switch to using a less hazardous chemical);
- prevent access to the hazard (eg by guarding);
- organise work to reduce exposure to the hazard (eg put barriers between pedestrians and traffic);
- issue personal protective equipment (eg clothing, footwear, goggles etc); and
- provide welfare facilities (eg first aid and washing facilities for removal of contamination).

Improving health and safety need not cost a lot. For instance, placing a mirror on a dangerous blind corner to help prevent vehicle accidents is a low-cost precaution considering the risks. Failure to take simple precautions can cost you a lot more if an accident does happen.

Involve staff, so that you can be sure that what you propose to do will work in practice and won't introduce any new hazards.

Step 4
Record your findings and implement them

Putting the results of your risk assessment into practice will make a difference when looking after people and your business.

Writing down the results of your risk assessment, and sharing them with your staff, encourages you to do this. If you have fewer than five employees you do not have to write anything down, though it is useful so that you can review it at a later date if, for example, something changes.

When writing down your results, keep it simple, for example 'Tripping over rubbish: bins provided, staff instructed, weekly housekeeping checks', or 'Fume from welding: local exhaust ventilation used and regularly checked'.

We do not expect a risk assessment to be perfect, but it must be suitable and sufficient. You need to be able to show that:

- a proper check was made;
- you asked who might be affected;
- you dealt with all the significant hazards, taking into account the number of people who could be involved;
- the precautions are reasonable, and the remaining risk is low; and
- you involved your staff or their representatives in the process.

There is a template at the end of this leaflet that you can print off and use.

If, like many businesses, you find that there are quite a lot of improvements that you could make, big and small, don't try to do everything at once. Make a plan of action to deal with the most important things first. Health and safety inspectors acknowledge the efforts of businesses that are clearly trying to make improvements.

A good plan of action often includes a mixture of different things such as:

- a few cheap or easy improvements that can be done quickly, perhaps as a temporary solution until more reliable controls are in place;
- long-term solutions to those risks most likely to cause accidents or ill health;
- long-term solutions to those risks with the worst potential consequences;
- arrangements for training employees on the main risks that remain and how they are to be controlled;
- regular checks to make sure that the control measures stay in place; and
- clear responsibilities – who will lead on what action, and by when.

Remember, prioritise and tackle the most important things first. As you complete each action, tick it off your plan.

Step 5
Review your risk assessment and update if necessary

Few workplaces stay the same. Sooner or later, you will bring in new equipment, substances and procedures that could lead to new hazards. It makes sense, therefore, to review what you are doing on an ongoing basis. Every year or so formally review where you are, to make sure you are still improving, or at least not sliding back.

Look at your risk assessment again. Have there been any changes? Are there improvements you still need to make? Have your workers spotted a problem? Have you learnt anything from accidents or near misses? Make sure your risk assessment stays up to date.

When you are running a business it's all too easy to forget about reviewing your risk assessment – until something has gone wrong and it's too late. Why not set a review date for this risk assessment now? Write it down and note it in your diary as an annual event.

During the year, if there is a significant change, don't wait. Check your risk assessment and, where necessary, amend it. If possible, it is best to think about the risk assessment when you're planning your change – that way you leave yourself more flexibility.

Some frequently asked questions

What if the work I do tends to vary a lot, or I (or my employees) move from one site to another?
Identify the hazards you can reasonably expect and assess the risks from them. This general assessment should stand you in good stead for the majority of your work. Where you do take on work or a new site that is different, cover any new or different hazards with a specific assessment. You do not have to start from scratch each time.

What if I share a workplace?
Tell the other employers and self-employed people there about any risks your work could cause them, and what precautions you are taking. Also, think about the risks to your own workforce from those who share your workplace.

Do my employees have responsibilities?
Yes. Employees have legal responsibilities to co-operate with their employer's efforts to improve health and safety (eg they must wear protective equipment when it is provided), and to look out for each other.

What if one of my employee's circumstances change?
You'll need to look again at the risk assessment. You are required to carry out a specific risk assessment for new or expectant mothers, as some tasks (heavy lifting or work with chemicals for example) may not be appropriate. If an employee develops a disability then you are required to make reasonable adjustments. People returning to work following major surgery may also have particular requirements. If you put your mind to it, you can almost always find a way forward that works for you and your employees.

What if I have already assessed some of the risks?
If, for example, you use hazardous chemicals and you have already assessed the risks to health and the precautions you need to take under the Control of Substances Hazardous to Health Regulations (COSHH), you can consider them 'checked' and move on.

Getting help

If you get stuck, don't give up. There is a wealth of information available to help you. More information about legal requirements and standards can be found on our website at: www.hse.gov.uk, and in particular in our publications (available from HSE Books):

Essentials of health and safety at work (Fourth edition) HSE Books 2006
ISBN 978 0 7176 6179 4

Health and safety made simple HSE 2011
www.hse.gov.uk/simple-health-safety/index.htm

Company name: **Date of risk assessment:**

Step 1 What are the hazards?

Spot hazards by:

- walking around your workplace;
- asking your employees what they think;
- visiting the *Your industry* areas of the HSE website;
- checking manufacturers' instructions;
- contacting your trade association.

Don't forget long-term health hazards.

Step 2 Who might be harmed and how?

Identify groups of people. Remember:

- some workers have particular needs;
- people who may not be in the workplace all the time;
- members of the public;
- if you share your workplace think about how your work affects others present.

Say how the hazard could cause harm.

Step 3 What are you already doing?

List what is already in place to reduce the likelihood of harm or make any harm less serious.

What further action is necessary?

You need to make sure that you have reduced risks 'so far as is reasonably practicable'. An easy way of doing this is to compare what you are already doing with good practice. If there is a difference, list what needs to be done.

Step 4 How will you put the assessment into action?

Remember to prioritise. Deal with those hazards that are high-risk and have serious consequences first.

Action by whom	Action by when	Done

Step 5 Review date:

- Review your assessment to make sure you are still improving, or at least not sliding back.
- If there is a significant change in your workplace, remember to check your risk assessment and where necessary, amend it.

Further information

For information about health and safety, or to report inconsistencies or inaccuracies in this guidance, visit www.hse.gov.uk/. You can view HSE guidance online and order priced publications from the website. HSE priced publications are also available from bookshops.

This leaflet contains notes on good practice which are not compulsory but which you may find helpful in considering what you need to do.

This leaflet is available in priced packs of 10 from HSE Books, ISBN 978 0 7176 6440 5. A web version can be found at: www.hse.gov.uk/pubns/indg163.pdf.

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Eversholt Cricket Club – Risk Assessment Form

Name of Venue:

Date of assessment: Time of assessment:

Name of person completing check: Date of next check:

Playing / Training Area

Check that the area and surroundings are safe and free from obstacles.

Is the area fit and appropriate for activity? (E.g. check the surfaces, roof leaks, lighting, heating, netting, surrounding boundary area and security / welfare arrangements). Are weather conditions appropriate to activity?

Yes ☐	No ☐

If **no**, please outline the hazard, who may be at risk and action taken, if any:

Equipment

Check that any equipment used is fit and sound for activity and suitable for the age group / ability of the group.

Is the equipment safe and appropriate for the activity? (E.g. check there is no equipment left from other activities or obstructions left in the sporting area)

Yes ☐	No ☐

If **no**, please give details of unsafe equipment, who may be at risk and action taken, if any:

EVERSHOLT
CRICKET CLUB

Eversholt Cricket Club – Risk Assessment Form

Participants
Check that the Session Register is up to date with medical information and contact details.
Check that participants are appropriately attired for the activity.

Is / are the Session Registers in order?

Yes ☐	No ☐

If **no,** please outline the current situation and action taken, if any:

Are the participants appropriately attired and safe for the activity?

Yes ☐	No ☐

If **no**, please outline unsafe equipment / attires and action taken, if any:

Emergency Points
Check that emergency vehicles can access the facility, and that a working telephone is available with access to emergency numbers.

Are emergency access points checked and operational?

Yes ☐	No ☐

If **no**, please outline the issues and action taken, if any:

Is a working telephone available?

Yes ☐	No ☐

If no, please outline the issues and action taken, if any:

Safety Information
Check that evacuation procedures are published and posted somewhere for all to see.
Ensure that volunteers and staff have access to information relating to Health and Safety.

Are emergency procedures published and accessible to those people with responsibility for sessions at the venue?

Yes ☐	No ☐

If **no**, please outline what information is missing and action taken, if any:

Do the club and or venue need to take any further action? (Please detail)

EVERSHOLT
CRICKET CLUB

Eversholt Cricket Club – Risk Assessment Form

Signed: Print Name:

Date: Copies to:

If the person completing this Risk Assessment feels uncomfortable with the outcomes of the Risk Assessment they should contact someone with the relevant qualifications to perform a comprehensive Risk Assessment of the venue(s) in question.

Useful Contacts include:

- Health and Safety Executive website - www.hse.gov.uk

- Health and Safety Executive Infoline - 0845 345 0055

Recruitment Policy (for staff and volunteers working with children)

Introduction

It is Eversholt Cricket Club's policy that all staff or volunteers who could be working with children go through a vetting process to ensure that they are suitable to do so. Eversholt Cricket Club have appointed a Club Welfare Officer (CWO) who will be responsible for advising the club on best practise and implementing the various elements of 'Safe Hands' (ECB's policy for safeguarding children). The CWO should have some involvement with the recruitment of staff and volunteers to work with children.

Eversholt Cricket Club is committed to providing a safe environment for children to learn the game. By applying the guidelines below as appropriate and where practical, we are putting in place the best current practise to protect children whenever volunteers or paid staff are sought to work with them.

The Policy

Planning
The first stage of any recruitment process involves planning. Club officials should draw up a profile, which highlights the main areas of an identified voluntary role. They should also decide upon the skills and experience that an individual would need to fulfil the requirements of a job and draw up a person specification.

Application Forms
All applicants sholud fill in an Application Form and all forms should be looked at by a minimum of two Club officials. At this stage the club will look to confirm the identity of the applicant (passport or driving license).

Meeting/Interview
Eversholt Cricket Club will endeavour to meet at least once with any applicant and ideally with two or more club officials present. Questions should be prepared in advance and the applicant must be given the opportunity to recount previous experiences and give examples of how they would have handled, or would handle, situations. Whilst it is important to elicit information regarding applicant's technical capabilities that are relevant to the post, it is also necessary to explore attitudes and commitment to child welfare.

Here are some example questions:

- Tell us about any previous experience you have of working with children.
- It is a winter evening and the training session has finished. A parent has not arrived to pick up a child – what do you do?
- Is there anything we should know that could affect your suitability to work with children? Have you ever been refused to work with children?

References

Recruitment Policy (for staff and volunteers working with children)

At least two references (where possible) should be requested from individuals who are not related to the applicant. One reference should be related to the applicant's place of work and one should focus on their suitability to work with children. Both references should contain a statement relating to the referees awareness of the responsibilities of the post applied for. If any concerns are raised we will contact the ECB Child Protection Team for advice and guidance.

Vetting Procedures Including DSB (ex CRB) Enhanced Disclosures

The DBS (ex CRB) Disclosure process should only be used when a person is appointed to a post within the club and that post, by reference to the job description and the nature of the job, will bring that person into regular, direct, personal and possibly individual contact with children. It is vital to recognise that asking an individual to complete a CRB Disclosure Application Form is the first stage of the CRB Disclosure Process and that the outcome of the application must be sought from the County Cricket Development Officer, County Welfare Officer or the ECB Child Protection Team. It is possible for the CRB Disclosure process to take several weeks. Individuals should not commence their role until an outcome of the application is confirmed by the County Cricket Board or the ECB Child Protection Team.

If an applicant claims to have an ECB DBS/CRB Enhanced Disclosure, Eversholt Cricket Club will seek confirmation of this from the County Cricket Board Development Manager, the County Welfare Team or by visiting the ECB website.

Recruitment Decisions

Eversholt Cricket Club will consider all the information received via the application form, confirmation of identity, the outcome of the take up of references as well as the outcome of the ECB DBS/CRB Enhanced Disclosure. This information should then be considered alongside the outcome of the meeting/interview to make an informed decision as to whether or not to accept the applicant into the club.

Post Recruitment

It is important that once a new volunteer has been recruited follow up action is taken, for example:

- Any qualifications should be substantiated, for example, requesting photocopies of coaching certificates.
- That new volunteers are made aware of and signed up to, Eversholt Cricket Club's child protection policy and procedures, best practise guidelines and codes of conduct.
- That any training needs are established and actioned
- Initially, a period or supervision/observation or mentoring could be introduced to support the new volunteer.

Eversholt Cricket Club – Accident and Emergency Procedures

N.B. A MAP & DETAILS OF THE NEAREST ACCIDENT & EMERGENCY DEPARTMENT ARE GIVEN BELOW

Eversholt Cricket Club is fully committed to providing a safe environment and effective methods of safety and security for all Members and personnel using the facilities. In case of any accident or injury the following steps should be followed and implemented:

Act swiftly and stay calm

Assess the situation and check if there are any dangers to yourself or the injured person

Listen to the injured person, reassure them and try to keep them calm and prevent them going into shock

Alert the First Aider who should take the appropriate measures for the injury and should aid the injured person with minor injuries. First Aiders are clearly mentioned on the Pavilion notice board. A First Aid Kit is located in the Pavilion Kitchen

In the event of a serious injury the emergency services should be called on 999. This should be done by another person - not the First Aider who should stay with the injured person. If instructed the advice from Emergency Services should be followed during the delay/time it takes them to arrive.

A person with major injuries should not be moved but should be reassured until the Emergency Services arrive. The air around the person must be kept clear to help continue breathing

Make sure that the rest of the group are adequately supervised and that they are aware of what needs to be done

Contact the injured person Parents/Carers. Contact details can be obtained from the Player Register in the Pavilion Kitchen or the Coach leading the session should have them noted in his or her personal register

The Accident Report Book in the Pavilion kitchen with the First Aid Kit

MUST ALWAYS be filled in and kept as a record of the injury. This might be required to be produced by the authorities should there be a later need.

Eversholt Cricket Club – Accident and Emergency Procedures

Milton Keynes Hospital

Tel: 01908 660033 **Fax:** 01908 669348

Address: Standing Way, Eaglestone, Milton Keynes, Buckinghamshire, MK6 5LD

Website: http://www.mkhospital.nhs.uk **Email:** mail@mkhospital.nhs.uk

Safeguarding Adults at Risk Policy Statement

Eversholt Cricket Club believes it should provide a welcoming environment and safe location for sporting activity for all members of the community for whom it is an interest. Cricket can provide an important part in the lives of adults, including adults who are considered 'vulnerable' or 'at risk'. Cricket is a sport that can be played and enjoyed by people of all abilities and age.

Eversholt Cricket Club is committed to abide by and adopt the principles within the ECB's Adult Safeguarding Policy. Eversholt Cricket Club fully accept obligations to provide a duty of care, to protect all adults at risk of abuse, and safeguard their welfare, irrespective of age, disability, gender, ethnicity, gender identity, religion or belief and sexual orientation.

Definition of an Adult at Risk (Care Act 2014)

An adult aged 18 or over who:

- Has needs for care and support* (whether or not the local authority is meeting any of those needs) and
- Is experiencing, or at risk of, abuse or neglect, and
- As a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect

*These needs may relate to a physical condition, a disability, a mental health issue, or may relate to the specific circumstances the person is in. eg someone living with domestic violence or abuse, someone experiencing or at risk of sexual or commercial exploitation, someone at risk of, or in a forced marriage. (This is not an exhaustive list).

Types of Abuse – including examples

- Physical Abuse - includes hitting, slapping, pushing, restraint or inappropriate physical sanctions
- Domestic Violence – includes all forms of abuse in the domestic setting
- Sexual Abuse – includes rape, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography or witnessing sexual acts, indecent exposure and sexual assault or sexual acts to which the adult has not consented or was pressured into consenting
- Psychological Abuse – includes emotional abuse, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber bullying, isolation or unreasonable and unjustified withdrawal of services or support networks

- Financial or material abuse – includes theft, fraud, coercion in relation to an adult's financial affairs or arrangements, misuse or misappropriation of property, possessions or benefits
- Modern slavery - encompasses slavery, human trafficking, forced labour and domestic servitude
- Discriminatory abuse – includes all forms of harassment, slurs or similar treatment; due to race, gender and gender identity, age, disability, sexual orientation or religion
- Organisational abuse – including neglect and poor care practice within a hospital or care home
- Neglect and acts of omission – including ignoring medical, emotional or physical care needs, failure to provide access to appropriate health, care and support, or adequate nutrition or heating
- Self-neglect – covers a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings

Eversholt Cricket Club believes:

- Everyone has the right to live their life free from violence, fear and abuse
- All adults have the right to be protected from harm and exploitation
- All adults have the right to independence which involves a degree of risk.

We will do this by:

- Ensuring individuals working within cricket at, or for, Eversholt Cricket Club provide a safe, positive and enjoyable cricketing experience for adults
- Adopting and implementing the England and Wales Cricket Board (ECB) Adult Safeguarding Policy
- Accepting that abuse can happen within our sport, and outside our sport but we still have a duty of care to act appropriately and, where applicable, make a referral
- Ensuring all those working at Clubs and within Areas know about responding, recording and reporting procedures
- Ensuring concerns or allegations of abuse are always taken seriously
- Ensuring that referrals are made to the appropriate authorities in a timely manner

We will also do this by:

- Ensuring all people who work in cricket at, or for, Eversholt Cricket Club (such as staff, officials, volunteers, team managers, coaches etc) understand their duty of care

- Ensuring all individuals working within cricket at, or for, Eversholt Cricket Club are recruited and appointed in accordance with ECB guidelines and relevant legislation

- Ensuring the name and contact details of the County Welfare Officer are available:

    - As the first point of contact for Eversholt Cricket Club staff and volunteers

    - As the first point of contact for adult members of Eversholt Cricket Club

    - Providing everyone connected with Eversholt Cricket Club (including children, parents, members, County staff, volunteers and Clubs) with the opportunity to voice any concerns they have, about possible suspected cases of abuse, and/or about poor practice, to the County Welfare Officer

    - Ensuring all suspicions, concerns and allegations are taken seriously and dealt with swiftly and appropriately

    - Ensuring access to confidential information relating to adult safeguarding matters is restricted to the County Welfare Officer, his/her deputy, the ECB Safeguarding team and the appropriate external authorities, such as the Police or Adults Social Care Services, as specified within ECB adult safeguarding procedures and in line with the Data Protection Act (1998).

Contact details

County Welfare Officers:
Max Hill
Tel: 01767 681469 Email: amaxhill@outlook.com

Shahnaz Akhtar
Tel: 01582 504490 Mobile: 07949 906990 Email: sna576@hotmail.co.uk