

Safeguarding Policy

Dorset Cricket believes that cricket is a game for everyone.

It is our commitment that everyone who plays, follows and enjoys cricket in Dorset, will be safe & protected; welcomed and included; listened to and heard, regardless of their ability and characteristics which define them. Safeguarding means taking action to promote wellbeing and protect participants from harm. It is our shared responsibility to uphold their right to live free from abuse. This commitment is not just for today but for the future. We all play a part in embedding safeguarding into cricket organisations.

Aims of the Policy

- To outline Dorset Cricket's commitment and expectations relating to safeguarding both children and adults
- To promote the highest safeguarding standards across cricket in Dorset
- To ensure there are effective measures in place to assess the suitability of staff and partners
- To ensure that our staff are clear about what constitutes appropriate behaviour and professional boundaries
- To ensure that everyone knows what to do when things go wrong

Principles underpinning the Policy

- Safeguarding is everyone's responsibility
- Everyone has the right to be protected from abuse, mistreatment and exploitation.
- We strive to create a culture and environment where everyone is empowered to protect themselves and others across the Dorset cricketing network
- We actively promote working together to ensure all children, young people and adults are safeguarded.
- We have robust and transparent governance arrangements for safeguarding.

Listening and Responding

- We will regularly assess the implementation and effectiveness of this policy both annually and whenever there are changes in legislation, government or statutory guidance, personal changes within the organisation, or after managing a safeguarding concern
- Everyone shares responsibility for creating a positive culture where children feel safe and listened to
- All Leagues and Clubs must adopt Safe Hands and implement robust safeguarding measures.
- This position is a mandatory requirement under the County Partnership Agreement (CPA) with the ECB
- Concerns must be taken seriously and responded to promptly in line with ECB guidance and statutory requirements.
- By embedding safeguarding leadership, culture, and practice, we aim to ensure cricket remains a safe and enjoyable experience for every child and Adult
- Listening to children is the foundation of a child centred approach. This means seeking, listening to, and considering children's wishes and feelings both in individual decisions and in wider decisions about delivery.

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- We promote a listening culture in which the views of children and their parents/carers are proactively sought and acted upon.
- We will give equal priority to all children and young people and adults irrespective of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation.
- We will listen to the children participating in our activities, valuing their comments and respecting them and responding to them.
- We will support those who have experienced harm and abuse
- The policy is guided by principles of zero tolerance for abuse, inclusivity, and partnership with statutory agencies and is committed to complying with the procedures of Local and Regional Safeguarding Adults Boards.
- We will challenge and support those who have inflicted harm and abuse
- We work with the network of Club and County Safeguarding Officers to ensure that all concerns, including low-level concerns, are taken seriously and managed effectively at club, county or national level within expected timescales.
- We also work alongside our statutory partners to manage concerns when appropriate.
- Our shared aim is for every participant in cricket to feel confident raising a concern, no matter how small. Responding to concerns promptly and effectively is fundamental to a proactive safeguarding culture and plays a vital role in keeping everyone safe.
- We will work with external agencies to ensure that serious harm is properly reported and stopped
- Lessons learned will be shared to improve our practice, policies and procedures
- We will share information with children and their families about good practice by publishing our safeguarding policies so that all children and their families are aware of our intentions and know who to contact or talk to if they have concerns.

Safer Recruitment (Please read Dorset's Safer Recruitment Policy)

- Implementing a rigorous safer recruitment process for every appointment, including the disclosure of criminal records and vetting checks
- Our members will be fully qualified to the necessary level and have up-to-date Safeguarding training and that they promote a safer working practice across all of our services
- We align with the ECB Safe Hands Policy and Safeguarding Strategy 2025-2028.

The Dorset County Safeguarding Officer (CSO) has responsibility for:

- Promoting and supporting safeguarding at every level of our organisation. This is done by:
- Delivering regular training to the Board, Dorset staff and coaches, Club Safeguarding Officers and Club Committees and the Dorset League
- Monitoring the training and checks for every member of Dorset Cricket, alongside a robust HR process and supporting recruitment, induction and performance management
- Providing regular, appropriate training for all Club Safeguarding Officers who are appointed by the Dorset registered cricket clubs
- Ensuring that all staff have up to date safeguarding training necessary for their role according to our training matrix
- Supporting Dorset Clubs to develop safer cultures where appropriate policies are shown in practice ie those in regulated activity are safely recruited, checked and trained
- Responding quickly and effectively to any concerns raised and shared

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- Supporting Clubs and Employees of Dorset Cricket to record and investigate concerns, share information with the right people and organisations
- Working closely with the Dorset Cricket League to ensure expectations of safeguarding and conduct are met or are addressed effectively and supportively when they are not
- Working with others to ensure referrals of poor practice &/or abuse have been addressed and improved and sanctions and actions have been carried out
- Recording, storing and using information professionally and securely, in line with data protection legislation and guidance [We are certificated by the Information Commissioner's Office: ico.org.uk].
- Working closely with the ECB & the Cricket Regulator to ensure our practice is of the highest standards and that we can effectively manage any concern from poor practice to significant abuse
- Liaising with the Board Director for safeguarding and report to the Board every month and attend a minimum of 2 Board meetings per year
- Ensuring that concerns around employees are shared with the CEO and, where necessary, with the Board and concerns about the CEO are shared directly with the Board
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
- Building a safeguarding culture where all our adult members, children, young adults and their families know how they are expected to behave and feel comfortable about sharing concerns.
- Publishing our complaints procedure, whistleblowing policy and low level concern policy so that everyone knows how to approach us with any of these issues.
- Reviewing our policies and procedures annually

All Dorset Cricket staff and Board members have the responsibility to:

- Adhere to our Value that Cricket is a safe sport for everyone
- Read, sign and adhere to their Code of Conduct
- Read, sign and adhere to this policy and the Low Level Concern Policy
- Know who the Dorset County Safeguarding Officer is and how to contact them; Know that if they are not available, you must still share a concern – with your line manager, CEO, Board Lead or – if someone is at risk – with the Cricket Regulator &/or the police - Cricket Regulator 020 7432 1200 or email safeguarding@cricketregulator.co.uk
- Undergo and update regular training around safeguarding as expected for your role
- Ensure the safety of children, young people and adults at all times;
- Build balanced relationships with children, young people and adults based on mutual trust
- Maintain appropriate and professional boundaries at all times
- Understand and adhere to the Rule of 2
- Treat all children, young people and adults equally, with respect, dignity and fairness
- Ensure that the same professional standards are applied regardless of ethnic origin, colour, nationality, race, religion or belief, gender, sexual orientation, marital status, age or disability
- Promote an environment whereby staff, partners, children, young people and adults and their parents/carers feel able to express any concerns comfortably and with confidence
- Promote an environment where poor practice is challenged and reported
- Report concerns you have heard, seen, experienced or been told about – always share it

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- Challenge poor practice and behaviour by staff, coaches, parents and children
- Ensure that any concerns or allegations pertaining to the safety and/or welfare of children, young people and adults are recorded and acted upon in accordance with this Policy and our Low Level Concerns Policy
- Encourage and demonstrate consistently high standards of behaviour and understand the types of behaviour that may call into question their suitability to work with children, young people and adults
- Ensure that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance using Venue and Event Risk Assessments
- Be aware that behaviour outside of work time may impact upon their suitability to work with children, young people and adults
- Be aware that breaches of the law and this Policy may result in criminal and/or disciplinary action being taken against them
- Notice and act upon poor attendance at Talent Pathway and Emerging Players Programme

Club Safeguarding Officers

- While safeguarding is everyone's responsibility, Club Safeguarding Officers play a central role in creating an environment that is safe, welcoming, and friendly for children.
- They are the designated lead for safeguarding within their club and should be a member of the club's committee
- The Club Safeguarding Officer will undertake specialised Safe Hands training to ensure that they are able to fulfil their role.
- They are the first point of contact for anyone within the club who has a safeguarding concern.
- They are responsible for ensuring that the correct policies and guidance are followed, and they are responsible for ensuring that everyone who is working with children in their club is subject to appropriate safer recruitment processes

For full information on safeguarding, use the Dorset Cricket website www.dorset-cricket.co.uk

If anyone has any concerns and wants to talk to someone, please contact:

Dorset County Safeguarding Officer:

safeguardingofficer@dorset-cricket.co.uk Phone: 07407 619676

Other useful contacts:

ECB Safeguarding team – The Cricket Regulator: phone 020 7432 1200 or email safeguarding@cricketregulator.co.uk

NSPCC Helpline: phone 0808 800 5000 or email help@nspcc.org.uk

Whistleblowing Advice Line: phone 0800 028 0285 or email help@nspcc.org.uk

AUGUST 2025

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Document Control

Version	Date	Changes
1.0	30/01/2024	New format, change of email address and added document control
2.0	27/19/25	Additions in line with updates in safeguarding