



Listening To Children Policy

Applicability Statement

This policy applies equally to all those undertaking work on behalf of both Sussex Cricket Limited and the wholly owned subsidiaries, the Sussex Cricket Foundation and Sussex Cricket Estates Limited, hereafter jointly referred to as the 'Organisation'.

Policy Statement

The Organisation is committed to ensuring all children participating in cricket have a safe and positive experience.

We aim to create a **culture of listening to and consulting with children** on a range of issues. This will lead to an environment where people feel they can voice any concerns (from suspected child abuse/neglect and/or poor practice in coaching sessions) in addition to sharing their ideas, likes and dislikes and to initiate improvements and enhance their overall enjoyment for the game.

We want to inspire the younger generation to believe and say, 'cricket is a game for me'.

We recognise that children in "pathways" to elite sport can be particularly vulnerable and that Sussex Cricket must ensure that all coaches and managers are familiar with these specific risks and vulnerabilities and mitigate these appropriately.

This will ensure that Sussex Cricket truly listens to children.

Purpose and Actions:

This policy explains the actions we will undertake to create a listening and supportive culture for children in elite pathways in Sussex and how we will do this by:

- Recognising that 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.
- Issuing a welcome letter from The County Safeguarding Officer to new county squad members before they start so they know what's expected of them, who to contact if they have any concerns and are reassured that 'If something is worrying you, don't keep it to yourself.'
- Player/parent induction meeting soon after starting the programme with the Director of Pathways & Partnerships and County Safeguarding Officer

- Acknowledging that it's a big county and a new player might not know anyone else in the team, so incorporating player interactions between squad members throughout the programme, encouraging leadership and communication opportunities for peer support such as player- led team talks, conduct warm -ups, and facilitating game reviews etc.
- Encouraging players to complete all ECB online surveys – their opinion counts.
- Reflecting with all players before/during/after training/matches to celebrate successes and address any concerns.
- Issue a minimum of 1 player and 1 parent survey during any 12-month period seeking open and honest feedback. The surveys will be anonymous, but with an opportunity to raise issues/concerns with the County Safeguarding Officer if required.
- Develop a system of anonymous feedback for Pathway players, using QR codes to access a short survey about individual sessions.

The Director of Pathways & Partnerships will be responsible for monitoring and challenging the success/effectiveness of 'Listening to Children' during their observations/supervision of the coaching team and during their annual reviews.

The actions above will be reviewed twice-yearly by the Director of Pathways & Partnerships, with the County Safeguarding Officer.

Contact Details:

Director of Pathways & Partnerships, Keith Greenfield Keith.greenfield@sussexcricket.co.uk

Girls' Pathway Coordinator, Chiara Green chiara.green@sussexcricket.co.uk

County Safeguarding Officer, Nick May (07463 225701) safeguarding@sussexcricket.co.uk or nick.may@sussexcricket.co.uk

Alternatively, contact ECB/Cricket Regulator Safeguarding Team (0207 432 1200) safeguarding@Cricketregulator.co.uk

