



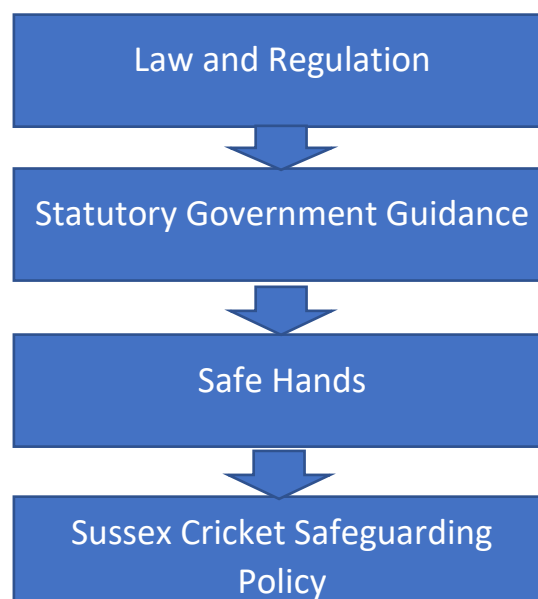
Safeguarding Policy

1.0 Introduction

- 1.1 The responsibility to safeguard children belongs to everyone. Children can only be safe if professionals, non-statutory organisations and communities work together to safeguard children from abuse and neglect.
- 1.2 Sussex Cricket Ltd has a duty to ensure that all children involved in any cricketing activity in Sussex, whether through community cricket at clubs and grounds across the County, within the Pathway or Academy system, or attending the County Ground for a recreational event or to watch a match are safe and protected from maltreatment.
- 1.3 The involvement of children in Cricket and any other sport provides another opportunity for children to talk about matters that are concerning them, for signs and symptoms of abuse to be recognised, and for abuse to be prevented by making referrals to the statutory agencies. Sport also provides the opportunity for unsuitable adults to seek contact with children in order to initiate abusive situations, emphasising the need to ensure that ECB vetting requirements are complied with, and that any concerning adult behaviour is noted and made subject of a referral.

2.0 Policy Context

- 2.1 Sussex Cricket Ltd has formally adopted the ECB's Safeguarding Policy 'Safe Hands' into its Constitution, which forms the foundation for all safeguarding activity undertaken within Sussex Cricket Ltd. The purpose of this Policy is to implement and adapt Safe Hands to the requirements of Sussex Cricket Ltd. Further specific policies to address issues like the use of photography, use of social media etc can be found as appendices to this document.





- 2.2 As illustrated in the above diagram, this Policy is based on Law and Statutory Guidance and consequently all employees and volunteers of Sussex Cricket Ltd must comply with the content.
- 2.3 All staff and volunteers should have an awareness of safeguarding and know what action to take if they have a concern about a child or the behaviour of an adult.
- 2.4 Staff and volunteers who have direct contact with or 'work' with children must:
- Understand the definition of 'Abuse'
 - Understand the four categories of abuse and associated signs and symptoms
 - Know what action to take when abuse or neglect is known or suspected, or if they have a concern about a child or the behaviour of an adult.
- 2.5 The Board of Sussex Cricket Ltd are responsible for ensuring that this policy is adopted and implemented by all staff.
- 2.6 The Board has appointed a Member with the lead responsibility for safeguarding and created a Safeguarding Committee to oversee safeguarding activity within Sussex Cricket Ltd. Terms of reference for the Committee can be found as an appendix to this report.
- 2.7 A Safeguarding Officer has been appointed with the operational responsibility for all safeguarding matters, who reports directly to the Chief Executive, Head of Community Cricket and Director of Cricket. In addition to overseeing all safeguarding within Sussex Cricket Limited, including the Academy, the Safeguarding Officer will also fulfil the role of County Welfare Officer, providing the link between the recreational club welfare officers and the Safeguarding Team at the ECB.

3.0 Definitions

- 3.1 Throughout this policy and associated appendices, the nationally agreed definitions from the Government Guidance Working Together to Safeguard Children will apply. Abuse is broadly defined into four categories to assist with identification:

Physical

Sexual

Emotional

Neglect

3.2 Children

Anyone who has not yet reached their 18th birthday.



3.3 Safeguarding

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes

3.4 Child Protection

Part of safeguarding and promoting welfare. This refers to the activity that is undertaken to protect specific children who are suffering, or are likely to suffer, significant harm.

3.5 Abuse

A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults, or another child or children.

3.6 Physical Abuse

A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

3.7 Sexual Abuse

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.



3.8 Emotional Abuse

The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

3.9 Neglect

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- a. provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- b. protect a child from physical and emotional harm or danger
- c. ensure adequate supervision (including the use of inadequate care-givers)
- d. ensure access to appropriate medical care or treatment

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

4 Recognition

- 4.1 In the absence of a direct disclosure from a child, confirmation that abuse is occurring solely from signs and symptoms can be problematic for staff. Symptoms may be vague, complex, and develop over time, and may be associated with more than one type of abuse. Any concerns about potential abuse should always be acted upon as outlined in the section on Response.

Safe Hands provides the following possible indicators of abuse:

- Unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries
- An injury and the explanation for it seem inconsistent



- The child describes what appears to be an abusive act involving him/her
- Someone else (a child or adult) expresses concern about the welfare of another child
- Unexplained changes in behaviour (for example, becoming very quiet, withdrawn or displaying sudden outbursts of temper)
- Inappropriate sexual awareness
- Unexplained access to material goods, clothes, activities etc.
- Goes missing for periods of time.
- Engaging in sexually explicit behaviour
- Distrust of adults, particularly those with whom a close relationship would normally be expected
- Difficulty in making friends
- Stops, or is prevented from, socialising with other children
- Displays variations in eating patterns, including overeating or loss of appetite
- Loses weight for no apparent reason
- Becomes increasingly dirty or unkempt
- Excessive fear of making mistakes

4.2 Further guidance on recognising the signs of abuse can be found in the Pan Sussex Child Protection & Safeguarding Procedures:

<http://sussexchildprotection.procedures.org.uk/gkpz/recognition-and-referral-of-abuse-and-neglect/recognition-of-abuse-and-neglect>

5.0 Response

- 5.1 Action must always be taken when there is concern about the welfare of a child or the actions of an adult. Doing nothing is not an option.
- 5.2 Child protection concerns can sometimes emerge over an extended period and involve a child's contact with a number of agencies, each of whom may hold some information which may appear insignificant. It is only when all such information is shared between agencies that a far more concerning picture may emerge that requires intervention by the statutory agencies.
- 5.3 Incidents of abuse can vary from one-off occurrences to an ongoing situation of abuse which becomes endemic to the life of a child. Neglectful situations can persist for many months and drift between poor parenting and serious harmful environments for a child. Any incident of physical abuse has the potential to be serious; emotional abuse is often persistent. Sexual abuse, once initiated, can persist for months or even years perhaps occurring on a daily basis. Threats, coercion and secrecy will all be used by an abuser to reduce the chance of detection.



- 5.4 Children and young people can be very perceptive to any reaction from a person receiving their complaint. The fact that a child has chosen to make a disclosure to a particular person is always significant. It is therefore important that the opportunity to intervene and prevent any further abuse continuing is responded to appropriately, and that the child is given every opportunity to disclose what they wish.
- 5.5 It is also important to understand that the overwhelming majority of abuse is perpetrated by someone known to the child, usually a parent or carer. Abuse by strangers is relatively rare. Consequently, any concerns are more likely to refer to abuse that has happened within in a family (intra-familial) as opposed to from someone outside a family (extra-familial). Personal knowledge or relationships with an alleged abuser must be ignored when receiving a disclosure, allegation, or suspicion of abuse. Details of any allegation or concern from a child must never be discussed with an alleged abuser.
- 5.6 The above highlights the need to ensure that all staff and volunteers know what action to take if abuse is known or suspected, or there any concerns for a child or the behaviour of an adult.
- 5.7 The investigation of abuse is the responsibility of the police and children's social care. The responsibility for staff and volunteers of Sussex Cricket is to take action and report any concerns in order that the statutory agencies can consider what action to take. Safe Hands refers to the three Rs involved in taking appropriate action:

Respond to a concern or allegation
Record the relevant information
Report the relevant information

6.0 Responding

- 6.1 There are a number of reasons for taking action:
- Something a child has said about abuse happening to them (disclosure)
 - Something a child or adult says they have been told about abuse occurring by the victim (allegation)
 - Possible signs, symptoms or suspicions of abuse (concern)
 - Allegations made against a member of staff or volunteer
 - Something you seen (including online)
 - Allegations against a parent or carer
 - Bullying
 - Observations of inappropriate or concerning behaviour



- A feeling that something is not right

There may be other indicators in addition to the above-don't hesitate if you have any doubts- share your concern

6.2 When responding to a disclosure always:

- Stay calm- you may hear about matters that you find disturbing and have not experienced before
- Try to react to the child's age and ability
- Do not show disgust or disbelief-be aware of your non-verbal communication
- Keep an open mind to what you are told
- Ensure the child is safe and feels safe
- Take what you are told seriously
- Listen carefully to the child-never stop a child who is freely recalling significant events-they may have waited years to talk about the abuse
- When a natural break occurs, reassure the child and stress they are not to blame
- Avoid asking questions unless they are necessary to clarify what you have been told
- If you do need to ask a question use 'open' questions-who, what, when, where, how.....
- Do not use 'closed' questions-those which only give a yes/no or limited selection of responses
- Do not use 'leading' questions-those that suggest the answer
- When the child has stopped talking and you feel you have sufficient information to make a report of the incident, reassure the child again and explain you will have to tell someone else in order to help the situation
- Never agree to keep the matter secret
- If a child indicates they want to tell you something but only if you keep it a secret explain you can't do that, and that you can only help by knowing what has happened
- If the child still declines to disclose any information report what has happened
- Maintain confidentiality- only inform those who need to know in order to protect the child (children's social care, police, Safeguarding Officer)
- Consider the immediate safety of the child- who will be caring for them after the disclosure?
- Remember- It is not our duty to investigate any allegation or disclosure of abuse or consider whether the abuse may or may not have occurred. That is the responsibility of the police and children's social care.
- Never attempt to undertake any investigation following the receipt of an allegation or disclosure of abuse
- Never approach an alleged abuser or discuss an allegation with them



7.0 Recording

7.1

- As soon as possible make a note of what you have been told whilst the matters are still fresh in your mind. The ECB reporting form should be used, but this may not be available at the time
- Do not delay listening to what the child has to say in order to get recording materials-the moment may pass
- Trying to make notes during a disclosure may interrupt what the child wants to tell you
- If possible, make some notes after the disclosure with the child present- this will depend on the circumstance of the disclosure and the child's age and ability, but gives the opportunity to check the accuracy of what you are recording

7.2 In order that the information will be of most use to children's social care, the police, Safeguarding Officer or the ECB, it is important that it is as detailed as possible. Again, this will vary according to the circumstances of the disclosure and the age and ability of the child.

7.3 Information that must be recorded is as follows:

- Child's full name, age/DoB, address, gender
- Details of parent/carer and whether or not they have been informed
- Details of the facts of the allegation or observations
- Details of person alleged to have caused the incident/abuse including name, address, DoB or approximate age
- Description of any visible injuries or bruising (do not ask child to remove clothing to reveal injury)
- Child's account, if it can be given, of what happened and how
- Details of any witnesses to the incident(s)
- Times, dates and any other relevant information
- A clear distinction between what is known to be fact, and opinion or hearsay
- Signature, date and time of report

8.0 Reporting

8.1 Unless there is a concern for the immediate safety of the child, all reports should initially be made to the Safeguarding Officer. If the Safeguarding Officer is not available contact the ECB Safeguarding Team.

8.2 If there are concerns for the immediate safety of the child, the police should be contacted. The police have a power to remove a child from their parents/carer if considered to be at immediate risk of significant harm.



8.3 If the Safeguarding Officer or ECB are unable to respond immediately, and you believe the concerns raised are serious do not hesitate to contact children's social care or the police for advice.

8.4 Contact Details

Safeguarding Officer – eddie.hick@sussexcricket.co.uk mobile- 07463225701

ECB Safeguarding Team safeguarding@ecb.co.uk Tel: 02074321200

Sussex Police- Emergency 999 Non-Emergency 101

Children's Social Care-

East Sussex-Single Point of Advice Team-Tel: 01323 464222

Out of Hours (Emergency Duty Service)-Tel: 01273 335905

West Sussex-Multi Agency Safeguarding Hub-Tel: 01403 229900

Out of Hours (Emergency Duty Team)- Tel: 033 022 26664

Brighton & Hove-Front Door for Families-Tel: 01273 290400

Out of Hours (Emergency Duty Service)- Tel: 01273 335905