



## **Northamptonshire County Cricket Club and Steelbacks Foundation**

### **Safeguarding Policy Statement**

Northamptonshire County Cricket Club (the Club) and Steelbacks Foundation (the Foundation) are committed to ensuring everyone participating in cricket does so in a safe, friendly, secure, and enjoyable environment. Everyone at the club, whether as a player, coach, official, administrator, staff member, volunteer, spectator, parent, or carer has a role to play. Individually and collectively, it is our actions, both on and off the field which can help create a positive and inclusive culture.

#### **We will do this by:**

- Having the right people in place
- Creating the right culture and environment
- Ensuring clear processes are in place for reporting and responding to safeguarding concerns.
- Adopting the ECB's Safe Hands Policy and associated Guidance and policies

#### **Having the Right People in Place**

Whilst everyone at the club and the Foundation has a responsibility for Safeguarding, we also have a designated County Safeguarding Officer and who have completed specialist Safe Hands training provided by the ECB.

#### **The County Safeguarding Officer:**

- Is the first point of contact for all children, parents/carers volunteers, and members at the Club and the Foundation.
- Is responsible for ensuring that everyone who is working with children at the Club and the Foundation are subject to appropriate safer recruitment processes.
- Reports to the cricket development manager and the Board Safeguarding Lead
- Is a source of safeguarding advice for the Club and the Foundation, its committee, and members.
- Is the Club's and the Foundations main point of contact for the ECB Safeguarding Team and other external safeguarding agencies.



- The person responsible for ensuring correct and comprehensive reporting procedures exist for raising and managing safeguarding concerns.

### **Creating the Right Culture and Environment**

All participants in cricket, regardless of age, gender, race, religion, sexual orientation, ability of disability, have the right to enjoy the game in an environment that is safe from abuse of any kind. The Club and the Foundation recognises that safeguarding starts with setting high standards and promoting a positive culture which provides the best environment for participants to enjoy themselves and the game of cricket.

Anyone in a specialist role within the Club and the Foundation is also required to complete the requisite on-line and face to face training appropriate to their role. This includes Captains and Team Managers, Coaches and Activators, Officials and Committee Members.

- We encourage all of our members to complete the ECB online Safeguarding Induction.
- We ensure that all individuals working at or for the Club and the Foundation are provided with the necessary support through education, training and continued professional development (CPD)
- We ensure that all individuals working at or for the Club and the Foundation are recruited and appointed in accordance with ECB Safer Recruitment guidance and relevant legislation and are committed to providing a welcoming, safe, and fun experience for children.
- We promote a listening culture where the views of children, parents/carers, volunteers and other club and Foundation members are proactively sought and acted upon. This helps us to create an environment where people have the opportunity and confidence to raise concerns, including concerns about poor practice, abuse and neglect.
- We seek to create a partnership with parents/carers so that they know what to expect from us and what we expect of them.
- We ensure that external organisations who are delivering services on behalf of the Club and the Foundation have safeguarding measures in place which meet the requirements of Safe Hands.



## **Reporting and Responding to Safeguarding Concerns**

It is our aim that everyone at the Club and the Foundation should feel confident to raise a concern, no matter how small. We believe that raising and dealing with concerns quickly, when they occur, supports a proactive safeguarding culture at the Club and the Foundation.

All suspicions, concerns and allegations will be taken seriously. We will follow the 3R's with every concern: **Responding** appropriately, **Recording** confidentiality and **Reporting** where necessary, ensuring that concerns are dealt with in a fair and prompt manner.

The Club and the Foundation recognise that it is not the responsibility of club or Foundation members to determine or investigate if abuse has taken place, but to act upon and report any concerns promptly.

We ensure that confidential information relating to safeguarding matters is shared appropriately and only with those who need to know. Information may need to be shared with the County Safeguarding Officer, Cricket Regulator Safeguarding Team, or local agencies with statutory responsibility for safeguarding. If we are unsure, we will seek advice from our County Safeguarding Officer.

## **Adopting the ECB's Safe Hands Policy and Guidance**

- The Club and the Foundation have formally adopted the ECB's Safe Hands Policy and the Safeguarding Kitbag guidance as part of our constitution.
- The Club and the Foundation work within the ECB Safeguarding Procedure for the management of safeguarding investigations.
- We ensure that all individuals who work and volunteer at or for our Club and Foundation understand how Safe Hands applies to them.

## **Club Commitment**

Northamptonshire County Cricket Club and Steelbacks Foundation are committed to this Safeguarding Policy Statement and will review it on an annual basis.

**Policy owner: Shahnaz Zaman**

**Policy approved by NCCC Board Meeting: January 2025**

**Date of renewal: January 2026**