



**Safe  
Hands**



# **ECB Safe Hands Policy**

## **2023**



## ECB SAFE HANDS POLICY

### Our Commitment

Cricket is a game which unites communities and improves lives. Across England and Wales, the enjoyment, structure, fitness, and friendship which cricket brings to children is of immense value to them in their formative years. Our aim is to harness the power of the game for their benefit and to inspire a generation.

Cricket should be a game for everyone. Children are the future of our sport, so it is vital that they experience cricket in a safe, friendly, secure, and enjoyable environment. The safety of all children who are participating in cricket is our paramount concern.

Everyone involved in cricket, 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 in creating a safe and inclusive culture.

Safeguarding amounts to the actions we all take to promote and maintain the wellbeing of all participants, especially children. It is our responsibility to protect the rights of children to live free from abuse and harm. This responsibility goes beyond today and tomorrow. We all have a role to play in ensuring that a culture of safeguarding is embedded in our cricketing organisations for the future.

It is the ECB's vision that every individual and club should have the appropriate resources and the confidence to create a supportive environment in which children can thrive. A welcoming, inclusive, safe, and diverse environment is at the heart of this commitment.

The ECB is committed to ensuring:

- Appropriate policies, guidance, training, standards, and structures are in place to promote safe and welcoming environments for children. These reflect current legislation and statutory guidance and are developed with statutory agencies and relevant government departments
- There are clear and accessible systems which support the prompt reporting of safeguarding concerns
- Safeguarding concerns are investigated proportionately and appropriately, in a timely manner in consultation with statutory agencies
- Our approach to risks and development of practice is continuously reviewed and developed.

### Our Policy

The ECB has developed this overarching policy for safeguarding children in cricket. A separate policy for safeguarding adults can be found [here](#). It is a mandatory requirement that all County Boards, affiliated clubs and leagues adopt and implement the ECB Safe Hands Policy. Having a strong safeguarding policy is the first step to ensuring children in cricket are safe, however a policy alone will not achieve this. The ECB will provide the cricket network with the appropriate resources and support to fulfil their safeguarding responsibilities.

We break these responsibilities down to Having the Right People in Place, Creating the Right Culture and Environment and Reporting and Responding to Safeguarding Concerns.





## HAVING THE RIGHT PEOPLE IN PLACE

### Our game and our leaders

Effective safeguarding requires strong, positive leadership and robust governance from all those in leadership roles across cricket. The successful implementation of our safeguarding policy and guidance depends on inspiring, driven leadership to champion their importance and accelerate their purpose.

Whilst safeguarding is everyone's responsibility, specific individuals across the ECB, counties, clubs, and other cricket organisations hold additional responsibility for embedding our Safe Hands Policy. It is the ECB's role to work alongside stakeholders to provide appropriate resources to support those across the cricket network to achieve this.

Each cricket club or organisation should have a designated lead for safeguarding. Larger clubs and organisations should appoint a senior board level lead or committee member with the required knowledge, skills, and experience to provide strategic leadership for safeguarding within their organisation.

### Club Safeguarding Officers

Whilst everyone is responsible for safeguarding, Club Safeguarding Officers are vital members of any club and are key to creating an environment which is safe, welcoming, and friendly for children. Club Safeguarding Officers may be responsible for a club, squad, panel, league, or other cricket organisation, and should sit on the committee of the relevant organisation.

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.

### County Safeguarding Officers

County Safeguarding Officers are appointed by each First Class County Club/County Cricket Board, Foundation or National County Club to promote safeguarding to clubs, leagues, and other organisations in each county, and provide advice and assistance regarding safeguarding matters.

Club Safeguarding Officers will be provided with the contact details for their relevant County Safeguarding Officer as part of their county's Safe Hands training programme. County Safeguarding Officers can be contacted via their [county board](#).

### Safeguarding Team

The Safeguarding Team is responsible for supporting the county network to provide consistent and effective safeguarding. The team provide support to counties and clubs as necessary through training, guidance, and direct support. The team are responsible for ensuring that each county is meeting expected safeguarding standards. The Safeguarding Team are also responsible for implementing the ECB Safeguarding Procedure for any matter which meets the threshold for investigation by the Safeguarding Team.





## CREATING THE RIGHT CULTURE AND ENVIRONMENT

All children within cricket regardless of age, gender, race, religion, sexual orientation, ability, or disability, have the right to enjoy the game in an environment that is safe from abuse of any kind. The ECB recognises that appropriate safeguarding is not just about preventing abuse but setting high standards and promoting a positive culture which provides the best environment for children to enjoy themselves and the game of cricket. Within Safe Hands we provide a range of guidance to promote safe and inclusive environments.

All clubs and other bodies who wish to seek ECB support, whether financial or otherwise for developing facilities and/or opportunities to play cricket, must have adopted and implemented the Safe Hands Policy and guidance.

If an external organisation is commissioned by a club, it is the commissioner's responsibility to ensure that the external organisation has safeguarding measures in place which meet the requirements of Safe Hands.

### Listening to children

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. The ECB promotes a listening culture in which the views of children and their parents/carers are proactively sought and acted upon. Recognising additional vulnerability and taking this into consideration is central to creating inclusive and safe environments.

### Parents and carers

Cricket clubs cannot safeguard children in isolation, a partnership is necessary with parents and carers so they know what to expect from us and what we can expect from them.

### Safer recruitment

The ECB is committed to ensuring that all relevant posts across cricket are subject to robust safer recruitment processes.

The ECB will provide support with national training initiatives and programmes to enable all participants to understand their safeguarding obligations. County Cricket Boards, clubs, leagues, and affiliated organisations will support the implementation of training at each level of the game in line with ECB requirements.

A range of codes of conduct are available for different participants to ensure that everyone is clear regarding expectations of behaviour and the ECB supports a culture in which any departure from these expectations is quickly and robustly addressed.





## REPORTING AND RESPONDING TO SAFEGUARDING CONCERNS

Creating an environment in which the views of children and parents are routinely sought and listened to fosters a culture in which children and those supporting them can say when something is worrying them. It is the ECB's aim that everyone in cricket should feel confident to raise a concern, no matter how small. Raising and dealing with concerns when they occur underpins a proactive safeguarding culture.

The ECB works with the network of Club and County Safeguarding Officers to ensure that all 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.

The ECB recognises the responsibility of statutory agencies and works within child safeguarding procedures as detailed by current legislation and statutory guidance.

The ECB will ensure that all those participating in cricket are offered training and guidance in recognising and responding to safeguarding issues, including identifying abuse. It is not the responsibility of those working in cricket to determine if abuse has taken place but to act upon and report any concerns promptly.

The ECB Safeguarding Procedure details how safeguarding investigations are managed by the Safeguarding Team and can be found [here](#).

The ECB and each cricket organisation also have a Whistleblowing procedure for staff and volunteers to follow if they feel that their safeguarding concerns are not being adequately addressed within their organisation.

## OUR SAFEGUARDING KIT BAG

Cricket is an open age and open gender sport, and this can sometimes create safeguarding challenges. The Safe Hands Kit Bag, which accompanies this policy, provides comprehensive guidance and templates relating to a range of cricket-specific issues. This has been developed in consultation with individuals, clubs, and counties across the cricket network to provide day to day support in safeguarding children. That guidance and this policy together form the ECB's Safe Hands Policy. All our guidance can be found [here](#).

## SAFEGUARDING ADULTS

The ECB has a separate policy for Safeguarding Adults which can be found [here](#).





## ECB SAFEGUARDING STRATEGY 2022-2024

The safeguarding strategy is intended to inform and guide all of those involved in cricket regarding the steps that we are taking to embed a culture of safeguarding across the game. The strategy supports the game wide strategic plan, Inspiring Generations (2019-2024).

The strategy has been developed with key internal and external stakeholders, including young people, who told us what we could do across the game to help them feel safe and be safe. It can be found [here](#).

