



# **SAFEGUARDING POLICY**

YORKSHIRE CRICKET

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## **1. PRELIMINARY**

### **1.1 Purpose**

The purpose of the Safeguarding Policy (the **Policy**) is to demonstrate the commitment of Yorkshire Cricket to safeguarding children and adults, and to ensure that everyone involved in Yorkshire Cricket is aware of:

- the legislation, policy and procedures for safeguarding children and adults;
- their role and responsibilities for safeguarding children and adults; and
- what to do or who to speak to if they have a concern relating to the welfare or wellbeing of a child or adult within Yorkshire Cricket.

### **1.2 Objectives**

The objectives of this Policy are to:

- stop abuse, harm, neglect and poor practice wherever possible;
- prevent harm and reduce the risk of abuse, harm and/or neglect to children and adults;
- raise awareness so that cricket communities, alongside professionals, play their part in identifying and preventing abuse, harm and/or neglect;
- promote a safeguarding culture where consideration for the welfare of children and adults is embedded into all decision-making, resulting in an enjoyable and safe environment;
- develop a positive and proactive culture where concerns are reported without hesitation, including self-reporting; and
- promote high standards and demonstrate our ambition to become industry leaders in safeguarding children and adults.

### **1.3 Scope**

This Policy applies to all Yorkshire Cricket employees, players, contractors, volunteers, and all persons engaged to undertake work, represent, or provide services for or on behalf of Yorkshire Cricket. This Policy is not limited to the workplace, match days or working hours, and will include all work-related events and activities that would not occur but for work including online activities.

We expect our partner organisations, including for example, suppliers and sponsors, to adopt and demonstrate their commitment to the principles and practice set out in this Policy and associated procedures.

This Policy covers the welfare and safeguarding of children and adults. General complaints and concerns will be redirected in accordance with the relevant policy including, but not limited to, Customer Voice Policy, Employee Voice Policy and the ECB Regulations.

## 2. DEFINITIONS

Adult	<p>for the purposes of this Policy, the term adult encompasses <i>adults at risk</i> and adults more generally. It is important to note that any adult can become vulnerable at any time and for any reason, including our professional cricketers:</p> <p>1. Adult at Risk, an individual who:</p> <p>(a) has needs for care and support (whether or not the local authority is meeting any of those needs) and;</p> <p>(b) is experiencing, or at risk of, abuse or neglect, and;</p> <p>(c) as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.</p> <p style="text-align: right;"><i>(Care Act 2014)</i></p>
Board of Directors	refers to the Non-Executive Directors of the Yorkshire County Cricket Club and Yorkshire Cricket Board, and the Trustees of the Yorkshire Cricket Foundation.
Child/Children	<p>refers to persons under the age of 18; also referred to as Young People.</p> <p style="text-align: right;"><i>(The Children's Act 1989 &amp; 2004)</i></p>
ECB	refers to the England and Wales Cricket Board, which encompasses the <i>Cricket Regulator</i> .
Protected Characteristics	<p>refers to the nine personal traits that are legally protected from discrimination: age, disability, gender/sex, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation.</p> <p style="text-align: right;"><i>(Equality Act, 2010)</i></p>
Regulated Activity	refers to certain roles that involve working with vulnerable groups, including children or adults at risk. Anyone who is on the Disclosure and Barring Service (DBS) barred lists cannot work in these roles; whether a role is deemed regulated activity depends on the nature of the activity and associated time period.
Safeguarding	<p>is defined as:</p> <ul style="list-style-type: none"> <li>- providing help and support to meet the needs of children as soon as problems emerge;</li> <li>- protecting children from maltreatment, whether that is within or outside the home, including online;</li> <li>- preventing impairment of children's mental and physical health or development;</li> <li>- ensuring that children grow up in circumstances consistent with the provision of safe and effective care;</li> <li>- promoting the upbringing of children with their birth parents, or otherwise their family network through a kinship care arrangement, whenever possible and where this is in the best interests of the children; and</li> <li>- taking action to enable all children to have the best outcomes in line with the outcomes set out in the Children's Social Care National Framework.</li> </ul> <p style="text-align: right;"><i>(Working Together to Safeguard Children, 2023)</i></p>

Safe Hands	Refers to the ECB's 'Safe Hands' Safeguarding Policy and Safeguarding Adults Policy Statement.  <i>(ECB 2023)</i>
Yorkshire Cricket	for the purposes of this Policy, Yorkshire Cricket refers to the Yorkshire County Cricket Club, Yorkshire Cricket Foundation, Yorkshire Cricket Board and Northern Superchargers.

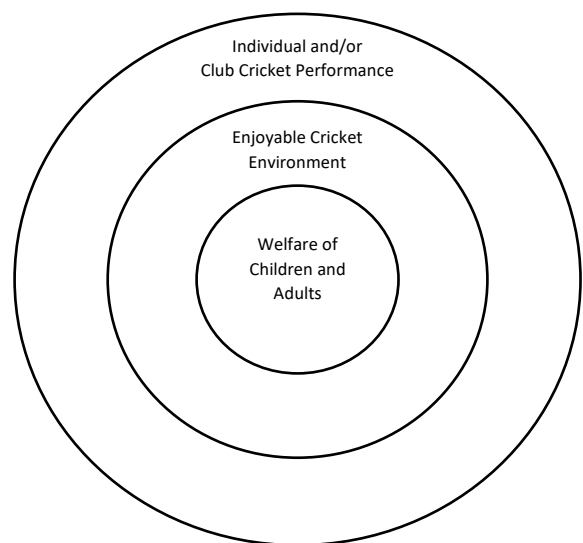
### 3. POLICY

#### 3.1 Policy Statement

Yorkshire Cricket acknowledges its duty of care to safeguard and promote the welfare of children and adults. We are committed to educating those working at Yorkshire Cricket in how to recognise the signs of abuse, how to report any concerns, and how to proactively mitigate the risks associated with our cricketing activities. We are committed to ensuring safeguarding practice reflects statutory responsibilities and government guidance, and endeavour to become industry leaders whilst supporting the England and Wales Cricket Board (ECB) requirements as documented in their Safeguarding Policy (**Safe Hands**).

#### 3.2 Our Principles

Yorkshire Cricket is clear that cricket should be a game for everyone. We are dedicated to ensuring that all children and adults within cricket - regardless of ability, protected characteristics, or socio-economic background - have the right to enjoy the game in an environment safe from abuse and harm of any kind. We firmly believe that a positive cricket experience is essential to the success of the game, and we prioritise developing the right environment for all those involved ahead of individual and/or club performance. Yorkshire Cricket will deliver on its safeguarding responsibility by putting the welfare of children and adults at the centre of decision-making, whilst empowering adults to make decisions for themselves with support from others, where appropriate.



#### 3.3 Our Commitments

Yorkshire Cricket is committed to working with the ECB and statutory agencies to:

- ensure the safeguarding and welfare of children and adults remains paramount;
- address the additional vulnerabilities of some of our participants may face, including but not limited to looked after children, children in care, individuals with poor mental health, individuals with a disability, individuals under a social care service and talented/professional cricketers;
- ensure the right people are in place to safeguard children and adults through adopting safer recruitment practices, implementing policy and procedure, issuing codes of conduct defined by the ECB and Yorkshire Cricket, and providing high quality education and training;

- ensure everyone within Yorkshire Cricket understands their role and responsibilities in respect of safeguarding;
- ensure that reporting processes are made clear and easy, to ensure timely and effective reporting, and that key contact points are identified and communicated (refer to **Appendix 2 Key Safeguarding Contacts at Yorkshire Cricket**);
- ensure all disclosures, incidents and concerns are taken seriously and are investigated thoroughly in a timely manner in consultation with the ECB and statutory agencies;
- ensure safeguarding concerns are properly recorded and proactively tracked, monitored and analysed to inform continuous improvement through lessons learned; and
- report, when appropriate, to the Disclosure and Barring Service (DBS) anybody working in a Regulated Activity role for Yorkshire Cricket who is believed to present a risk of harm to children; where Yorkshire Cricket terminates the engagement of an individual working in a regulated activity, they will also be reported to the DBS.

#### **4. FAILURE TO COMPLY**

Not complying with this Policy can have serious consequences for you, Yorkshire Cricket and, critically, those who are subject to abuse, harm and/or neglect. Failure to comply with this Policy and related procedures may constitute misconduct and will be addressed without delay. If you fail to comply with this Policy, you may face consequences up to and including:

- termination of your employment;
- ending of your engagement or relationship with Yorkshire Cricket; and/or
- legal action.

#### **5. ROLES AND RESPONSIBILITIES**

Everyone plays a role in the safeguarding of children and adults and has a responsibility to report any safeguarding concerns. At Yorkshire Cricket, key roles have been determined to ensure safeguarding remains paramount in decision making and daily operations.

##### **5.1 Board of Directors / Board Safeguarding Lead**

All members of the Board of Directors have completed their mandatory safeguarding training and have committed to adopting Safe Hands for Yorkshire Cricket. The Board of Directors have appointed experienced Board Safeguarding Leads across Yorkshire Cricket to:

- promote the principles and commitments outlined in this Policy at the highest levels of Yorkshire Cricket;
- ensure Yorkshire Cricket always acts in keeping with this Policy, legislation, statutory guidance, Safe Hands and the County Partnership Agreement (**CPA**) *Safeguarding Standards*;
- ensure that safeguarding is embedded as a key business responsibility in operating plans and structures, as well as having oversight of the safeguarding operational risk register;
- work closely with the Head of Safe and Fair Cricket to undertake appropriate check and challenge of safeguarding data and practices to ensure proactive and preventative actions are implemented in the safeguarding of children and adults at Yorkshire Cricket;
- ensure risk mitigation measures remain aligned to corporate risk profiles and appetite; and

- ensure the Board of Directors remain up-to-date and informed of safeguarding areas of work, risks and challenges.

## **5.2 Chief Executive Officer (CEO) / Managing Director**

The CEO / Managing Director is responsible for:

- promoting the principles and commitments outlined in this Policy amongst the executive team and leadership of Yorkshire Cricket;
- ensuring adequate resource to support safeguarding compliance across Yorkshire Cricket in line with this Policy, legislation, statutory guidance, Safe Hands and the CPA *Safeguarding Standards*;
- appointing suitably trained and experienced professionals to lead on safeguarding across Yorkshire Cricket; and
- ensure the executive team remain up-to-date and informed on safeguarding areas of work, risks and challenges.

## **5.3 Head of Safe and Fair Cricket**

The Head of Safe and Fair Cricket is appointed to:

- lead on the development of safeguarding strategy, policy, guidance and procedures that ensure compliance across Yorkshire Cricket with legislation, statutory guidance, Safe Hands and the CPA *Safeguarding Standards*, all of which underpins a safer culture;
- collaborate with the People and Culture team in the development and implementation of Safer Recruitment practices;
- provide effective day-to-day management of the Safeguarding Team to ensure effective and efficient allocation of resources across Yorkshire Cricket in consideration of allocated budgets;
- work closely with the Board Safeguarding Leads to undertake appropriate check and challenge of safeguarding data and practices to ensure proactive and preventative actions are implemented in the safeguarding of children and adults at Yorkshire Cricket;
- act as the key contact with the ECB, leading and coordinating all ECB and other external safeguarding audits on behalf of Yorkshire Cricket;
- lead of the development of an effective safeguarding training and education programme for across the different departments of Yorkshire Cricket;
- be accountable for the day-to-day case management of new and ongoing safeguarding concerns, including investigation works with external safeguarding partnerships, the Disclosure and Barring Service (DBS) and Local Authority Designated Officers (LADOs); and
- lead on, or supervise, all complex safeguarding case management in accordance with policies, industry guidance and relevant legislation including undertaking investigations and liaison with relevant stakeholders.

During periods of absence the responsibilities of the Head of Safe and Fair Cricket may be delegated to the Safeguarding Manager. The Head of Safe and Fair Cricket will ensure that Safeguarding Manager is properly trained and supported if required to take on any additional responsibilities.

## **5.4 Safeguarding Manager**

Yorkshire Cricket has appointed an experienced Safeguarding Manager to:

- act as point of contact for all safeguarding cases across allocated areas of responsibility;

- undertake investigations into safeguarding concerns in accordance with relevant policies and procedures, manage all stages of an investigation using Yorkshire Cricket's safeguarding system, and liaise with external agencies including LADOs, Police and ECB;
- support recreational League and Club Safeguarding Officers with case management and offer advice, where needed;
- support the development, implementation and delivery of safeguarding training as required;
- support the People and Culture team in the implementation of Safer Recruitment practices;
- advocate the implementation of Yorkshire Cricket safeguarding strategy;
- proactively engage with employees, players, participants and customers within areas of responsibility to ensure policies and procedures are understood and followed;
- proactively analyse and identify gaps in knowledge, process or training; and
- act as Event Safety Officer for match and event days, as required.

### **5.5 Safeguarding Champions**

Yorkshire Cricket empower a team of Safeguarding Champions, formed by department representation across the organisation, to:

- promote the principles and commitments outlined in this Policy within their department to help embed an effective safeguarding culture across Yorkshire Cricket;
- ensure compliance across Yorkshire Cricket with this Policy, legislation, statutory guidance, the Safe Hands and the CPA *Safeguarding Standards* within their department;
- work with the Safeguarding Team to implement safeguarding operations within their department, this includes ensuring that the required procedures are followed, DBS checks undertaken, and training completed; and
- participate in quarterly Safeguarding Committee meetings reporting on safeguarding risks, challenges and concerns within their department.

### **5.6 All Staff**

Safeguarding is everyone's responsibility: all staff:

- have a responsibility to provide a safe and inclusive environment;
- have a responsibility to maintain their own safeguarding compliance (safeguarding training, appropriate DBS and CPD);
- have a responsibility to take appropriate action and report safeguarding concerns within 24 hours of the concern emerging; and
- are expected to uphold and adhere to the commitments outlined in this Policy.



## APPENDIX ONE: External Safeguarding Governance



## APPENDIX TWO: Key Safeguarding Contacts at Yorkshire Cricket

Central Inbox	safeguarding@yorkshireccc.com		
Online Report Form	<a href="#">Report a concern here</a>		
BOARD SAFEGUARDING LEAD			
Jane Ellison (YCCC)	Jane.Ellison@yorkshirecricketfoundation.com		
John Jackson (YCF)	john.jackson@yorkshireccc.com		
SAFEGUARDING TEAM			
Joy Walker	Head of Safe and Fair Cricket	joy.walker@yorkshireccc.com	07512 312212
Eleanor Wilson	Safeguarding Manager	e.wilson@yorkshirecricketfoundation.com	07842 427127

### APPENDIX THREE: Key Contacts: External Agencies

CRICKET	
Cricket Regulator Safeguarding Team	safeguarding@cricketregulator.co.uk
STATUTORY AGENCIES	
Police	101 or 999 in an emergency
National Anti-terrorist Report Line	0800 789 321
For Children and Adult Social Care contacts - please contact your local council	
INDEPENDENT SUPPORT	
NSPCC 24-hour Helpline	0808 800 5000   help@nspcc.org.uk
Child Protection in Sport Unit (CPSU)	0116 234 7278   cpsu@nspcc.org.uk
CEOP (Child Exploitation and Online Protection)	<a href="https://www.ceop.police.uk/ceop-reporting/">https://www.ceop.police.uk/ceop-reporting/</a>
Young Minds: Parents' Helpline	0808 802 5544
Childline	0800 1111
National Domestic Abuse Helpline	0808 200 0247
Respect Men's Advice Line	0808 801 0327
Ann Craft Trust	0115 951 5400
Samaritans (UK wide)	116 123
Text SHOUT (UK wide)	85258

Policy Title	Safeguarding Policy
Prepared by	Head of Safe and Fair Cricket
Approved by	Board of Directors
Date approved	14/02/2025
Commencement Date	14/02/2025
Version	3
Revision Date	12/02/2025
Relevant legislation / codes	The Human Rights Act 1998 The Data Protection Act 2018 General Data Protection Regulations 2018 The Care Act 2014 Mental Capacity Act 2005 Working Together to Safeguard Children 2023 Keeping Children Safe in Education 2024
Related policies / documents	Code of Conduct Complaints Policy and Procedure Data Protection Policy ECB 'Safe Hands' Safeguarding Policy ECB Safeguarding Adults Policy Statement Employee Grievance Review Guidelines Equality, Diversity, and Inclusion Policy Recruitment and Selection Guidelines Safeguarding Report Management Procedure Safer Recruitment Guidance Whistleblowing Policy Workplace Behaviour Policy