



Middlesex Cricket - Safeguarding Policy Statement

Middlesex Cricket acknowledges the duty of care to safeguard and promote the welfare of children, young people and adults at risk and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance, complies with best practice and supports the England & Wales Cricket Board (ECB) requirements as documented in the games policy for safeguarding - Safe Hands.

Middlesex Cricket is committed to ensuring that all children, young people and adults at risk within cricket, regardless of age, ability, gender, gender expression, race, religion, belief, sexual orientation or socio-economic background have the right to enjoy the game in an environment safe from abuse and harm of any kind.

The welfare of all children, young people and adults at risk is paramount, with the welfare of these groups being the priority when considering procedures. The Children's Acts 1989 & 2004 define children as anyone under the age of 18 years old.

As part of our safeguarding policy Middlesex Cricket will:

- Appoint a Designated Safeguarding Lead (DSL) within the senior leadership team and a County Safeguarding Officer
- Ensure safeguarding is reviewed at the Governance and Ethics committee who will provide assurance of all policies to the Middlesex Cricket Board meetings before ratification
- Ensure everyone within Middlesex Cricket and its affiliated organisations understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify, and respond to signs of abuse, neglect and other safeguarding concerns relating to children, young people and adults at risk.
- Ensure timely & appropriate action is taken in the event of disclosures, incidents or concerns of abuse and provide support to the individual/s who raise or disclose the concern
- Will take all disclosures, incidents or concerns seriously
- Ensure that confidential, detailed, and accurate records of all safeguarding concerns are maintained and securely stored
- Take all reasonable steps to prevent the employment and deployment of unsuitable individuals working in regulated activity with children and adults at risk
- Ensure robust safeguarding arrangements and procedures are in operation throughout the organisation

This policy and related procedures will be widely promoted and are mandatory for everyone involved within Middlesex Cricket. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal or exclusion from the organisation.

Monitoring

The policy will be reviewed annually or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Safeguarding Children Board, NSPCC/ CSPU, UK Sport and/or Home Country Sports Councils and the ECB.
- as a result of any other significant change or event.

Reviewed 07.11.2022

Next review due November 2023